LOCAL GOVERNMENT SERVICE

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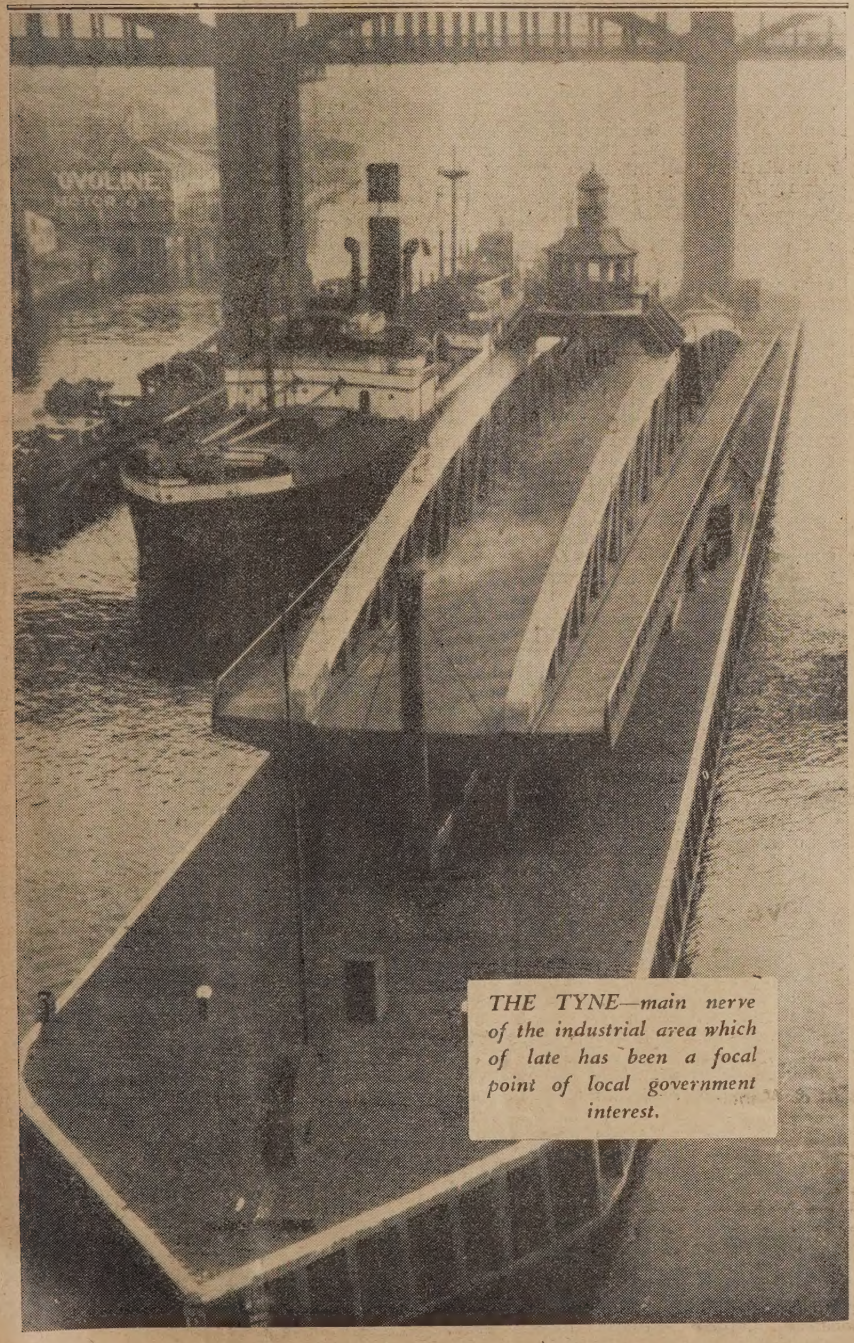

THE TYNE—main nerve of the industrial area which of late has been a focal point of local government interest.

In Brief

Tyneside *The spotlight of public attention has been focussed, of late, on the industrial area which lies near the mouth of the Tyne where the counties of Northumberland and Durham meet. The recommendations of the Royal Commission for the rearrangement of local government areas in this part of the country have been the subject of considerable controversy.*

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Mr. J. H. Warren, M.A., D.P.A. (Clerk to the Newton-in-Makerfield U.D.C.) at a recent conference spoke on the Tyneside Commission's Report and suggested an alternative plan which forms part of the leading article for this month.

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Some time ago, Mr. T. Freeman, of the City Treasurer's Department, Manchester, expressed his views on the abolition of various existing forms of authorities, and his proposals are given in the second part of this article.

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A City Architect, a Public Assistance Officer, a Town Clerk and a Medical Officer of Health relate the matters that attracted their attention, and provoked their interest in the course of their tour through Canada and New York. The article is on pages 292 and 293.

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Films, and their possible application to local government, are discussed on page 283. The production and distribution of films dealing with different aspects of the Service and the difficulties encountered by officers in every section might do much to give the members of the Service, generally, a more vivid mental picture of departments, other than their own. It might also afford an opportunity for educating the public to a better appreciation of the services rendered for their benefit.

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There is a suggestion on page 295 which all members should seriously consider and a letter which they are invited to accept as personally addressed to themselves.

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Current news is featured under: "Salaries and Service Conditions," "Scottish Notes," etc.

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Regular articles: "At Random," "General Literature," "Bridge Forum," and "Home Gardening."

The Reorganisation of Areas

[Photo: Lafayette.

Mr. J. H. WARREN

The prospect of the regionalisation which the Majority Report of the Royal Commission advocated as a solution to Tyneside problems, has provoked much discussion in the sphere of Local Government.

This was discussed by Mr. J. H. Warren, M.A., D.P.A., (clerk to the Newton-in-Makerfield U.D.C.) at a conference of the Lancashire Urban District Councils, when he suggested an alternative plan.

"WE of the municipal boroughs and Urban Districts are by this time somewhat inured to proposals for larger areas which would leave us with a future of greatly diminished power and prestige. The County Boroughs have hitherto gone their way largely untroubled by such anxieties, serene in the vision of an unchallenged hegemony. Out of the blue sky there now comes a bolt which would reduce a City and County Borough of over a quarter of a million to an authority whose functions would be less than those of even the smaller Urban Districts."

After these and other remarks emphasising the revolutionary character of the Commissioners' proposals, Mr. Warren proceeded to point out the bearing of the Commissioners' proposals upon other areas, and to criticise in detail their view that Health, Education, Police, Highway, and Fire Brigade Services call for regional administration and should be taken over throughout Northumberland and Tyneside by a new regional authority, leaving Tyneside as a Non-County Borough with minor functions only.

He added:—

"It seems to me that there are two facts of which the new-found enthusiasts or wholesale regionalism completely lose sight.

The first is that it is possible in many cases to secure the economies of large scale operation, including its effects upon economic use of institutional accommodation, etc., the assembly of efficient and specialised staffs and cheaper establishment charges, equally well by an aggregation of services under one single authority controlling a large concentrated population as by dividing services among several bodies over large areas . . .

The other fact of which they lose sight is that existing local government services, even including the public utilities, constitute what the economists call a "complex," and that the unified control, centralisation, and intensive working of a County Borough can secure a co-ordination of many varied services for the benefit of consumer or citizen in a way otherwise not possible. It is perhaps only putting the same fact with another facet to the light when I say that this aggregation of services also renders the staff of such an organism more flexible, more adaptable, and more appreciative of each other's needs and problems than the staff of any less complex organism. The officials learn something of each others' technique, not sufficient to enable them to trespass on each other's functions but sufficient for each to recognise the purpose shining through the other's technique and for each to be able to meet the other's needs with his own professional contribution.

To a less extent, and not in every case, similar considerations apply to the smaller municipal authorities, including of course the large Urban Districts . . ."

Agreeing that facilities need carrying to rural areas, that in some cases small authorities mean uneconomical user, that many Urban Districts need consolidation, and that the case for regionalism is stronger in the utility sphere, Mr. Warren proceeded to offer suggestions which would meet these needs on alternative lines.

"I can only offer a thumb-nail sketch of my ideas, and I summarise my suggestions under numbered paragraphs:—

(1) The best solution for Tyneside is an enlarged County Borough.

(2) The contention of the Commission that, for reasons of economy and efficiency, the non-utility services they specify are best administered in regional areas of wider scope than either County or County Borough boundaries, embracing large tracts of rural as well as urban territory, is, to say the least, very questionable. If, in any case, the optimum area in such a service would be one of regional scope (if the service be considered in itself), it is nevertheless a fact that the same kind of *economies* as those conferred by the wider area can be secured by an aggregation of services in one autonomous area of County Borough type. The latter course makes for greater *efficiency*, since it secures better contacts, better co-ordination of services, and a highly differentiated though well co-ordinated staff of great elasticity and resource and common understanding of purpose over a large field. The grouping of adjoining urban areas to form large County Boroughs is not therefore a policy to be discarded but one to be continued.

(3) Since the range of functions of even smaller municipal authorities such as boroughs and the larger Urban Districts is, or can be made, fairly extensive, the advantages attached to the County Borough complex apply, to a less but appreciable extent, to them also. Where a number of such urban entities may now be contiguous, the best line of development will be the creation of an enlarged County Borough. Where such urban entities are more self-centred or isolated, they should not be obliterated in a policy of transferring the more important services to some wider body. They cannot, of course, be given the same scope or autonomy as the County Borough. In education and police it would be wise to continue the policy already settled upon, under which, outside the County Boroughs, the County Council should everywhere be the authority.

(4) We shall always need an intermediate authority like the County Council for services for which the lesser urban units are too small, and for the provision of the major services in the rural areas.

(5) A greater elasticity should be developed for administration outside County Boroughs, and the County Council, in addition to its direct administrative scope, should be something of a planning medium, with central help and under central control, for the County Areas. Through its control of electoral arrangements and by reason of its duties in boundary review, the County Council is already well equipped for such work, and the Ministry seem recently to have tended to advise legislation under which the County Council plans, in the first instance, the co-ordination of services in the minor areas, and the selection of the authority to provide the services in its own and other areas. The possibilities of this policy have not yet been fully appreciated. It is comparatively in its infancy and it should be extended.

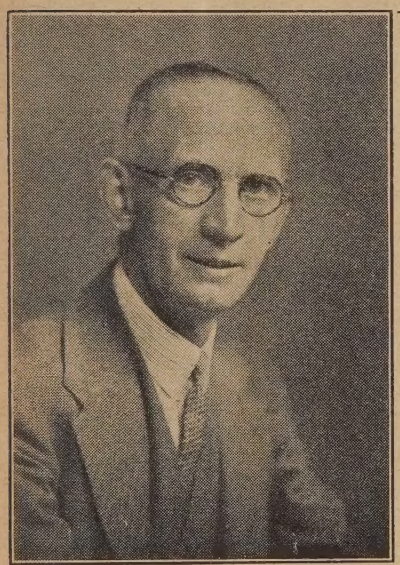
(6) In the carrying out of this County planning function, every legitimate opportunity should be taken, where there is a self-centred borough or Urban District of good size possessing already a fairly wide group of functions, to add to these functions in any new case where it is not at once obvious that the service calls for a wide area such as the region or the county. In addition, the County should plan to give such urban units power, and in some cases the duty, to cater for adjoining or surrounding rural territory. On the other hand, it should be the endeavour in such planning to restrain urban authorities of very

small size from providing onerous services such as Fire Brigades, or Medical Services involving institutions and clinics, for their own area alone. In the same way, where boroughs or urban districts are close neighbours, but there is no case for absorption of one by the other, or the total area is not large enough for a County Borough, such planning should provide that one or other of the authorities should provide service for the whole area. It is not necessary in all such cases to provide a Joint Board, as very often the terms under which one authority can serve the other can be so standardised that a Scheme of the County Council, approved by the Ministry, would provide every necessary safeguard.

(7) Where, as in the utility sphere, there is a strong case for a large regional area, I consider the best organ to be an ad hoc body. This plan involves a separate control of the services concerned, but the cases are not very numerous, and here it is especially important that each service should have exactly the right area. Here also, size may be a dominant economic factor. I do not favour the indirectly elected joint board as an organ in such cases, and such a constitution may sometimes be impracticable owing to the existence of privately-owned units. I prefer to see a constitution which follows, though not slavishly, the new model exemplified in the London Passenger Transport Board."

Mr. Warren then resolved the Board's constitution into its salient and novel features, and claimed it as the best model for regional utility control. The model does not, he said, represent an abandonment of democratic principles and added:

"We must learn to distinguish between democratic principle and democratic form; and to observe the democratic principle in this century we may well have to abandon 19th century forms."



[Photo Lafayette.

Mr. T. FREEMAN

Evolution v. Revolution

Mr. T. Freeman, A.I.M.T.A. (Chief Accountant, Manchester) recently outlined changes in the structure of Local Government areas which he considered desirable for economy and efficiency. These proposals are of special interest in the light of recent developments in the Tyneside, and offer an interesting comparison with the plan suggested by Mr. J. H. Warren.

EVOLUTION is understood to be the process of developing from simpler to more complex forms in obedience to natural law. So long as the governing influence is along right lines, the development will certainly prove to be beneficial, but, if the development proceeds under the direction of forces which are influenced or prejudiced in a wrong direction, then chaos will result. In the latter case it would be more appropriate to use the term involution.

When one examines the present state of local government, it would appear that for some time past, involution rather than evolution has been the tendency.

Revolution, meaning, as it does, a radical change, specially in the constitution of the Government of a country, may be brought about on definitely organised lines, as distinct from a change imposed by external forces or within the generally accepted sense of the term. It is on the basis of the former that I wish to deal with the subject, and these proposals are made on the assumption that obstacles, such as local sentiments and political and other prejudices are removed in favour of a rationalization and a new system.

Let us examine, briefly, the several classes of existing authorities which might be abolished.

Parish Meetings and Parish Councils.—I need not draw your attention to the very limited powers of these so-called authorities. In the main, they would appear to exist for the purpose of ascertaining what service some higher authority had failed to provide, and I suggest that they may now be regarded as antiquated and should be abolished.

Rural District Councils are very much in the same category as the previous type. Their powers and even their opportunities are limited and could be adequately provided for by an administration in the nearest or central market town. I see no reason in this case to perpetuate this form of authority, and I think it could be replaced by something more modern.

Urban District Councils.—The question of this type of authority would probably need a little more consideration. In cases where an authority of this class is sandwiched between two county boroughs or is adjacent to a county borough or a non-county borough, it might be of mutual benefit to cause an amalgamation. In many cases urban districts are larger in every sense than some boroughs, and it would seem reasonable to suggest that these should be given higher status, as also urban districts which adjoin and could amalgamate. Isolated urban areas could be reviewed in the light of available rural additions, and here again, the raising of the powers and duties of a larger authority would lead to a further elimination of the small authorities.

Dealing with the question of county councils, it is a question whether the County is a type of authority which is suited to modern needs, and I am going to assume for my purpose that, as a local governing body, they have ceased to exist. You will be thinking probably that this range of destructive criticism has caused the structure of local government to be seriously undermined, and you will be asking what constructive form is to take its place.

The Local "Standard" Authority.

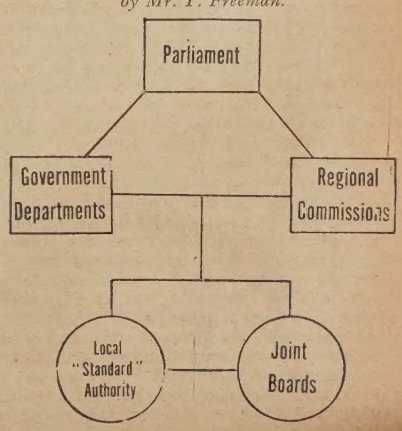
In rural areas, the extent of which I have already referred to, a centrally situated market town might be chosen as the pivot round which a unit might be established. With a fairly large scale map of England and Wales, I do not think any of us would have a difficult task in fixing these centres of rural areas with a provisional boundary enclosing, perhaps, a wide stretch of country. In the more congested areas, larger authorities could be created by the inclusion of adjoining small authorities. By this means, I suggest that the country could be divided into a minimum number of local authorities. Each of these authorities would be entrusted with full powers to administer all services, subject to combination in certain circumstances. I will deal with this latter phase later.

So far as the towns are concerned, the following opinions (expounded by W. A. Robson in his book "The Development of Local Government") support my idea for inclusive units of local government.

"that the principle of one local authority in each municipal area possesses

(*Please turn over.*)

This chart summarises the proposals made by Mr. T. Freeman.



overwhelming advantages compared with the chaos and confusion resulting from the existing multiplicity of administrative bodies."

"Once it is realised that there is overwhelming justification for persuading or compelling local authorities to co-operate permanently in group formations, the real objections of the county council to the creation of county borough areas will disappear automatically. The only opposition likely to remain will be that grounded on vanity, the greed for power, and the desire to dominate, none of which is deserving of consideration by the statesman who desires to improve the municipal structure."

Whilst the central control would remain with the Ministry of Health, divisional control might be established.

Commissions

Under the Road Traffic Act, the country has been divided into eleven divisions and Traffic Commissioners have been appointed to deal with questions of transport within each division. Using this example, together with that of the Central Electricity Board, the suggestion presents itself that Local Government Commissioners for similar divisions might be set up. These Commissioners would not have Local Government powers, but would exist solely for the purpose of determining the areas within the particular division over which the "local authority" should exercise control.

Full powers should be given to the Commissioners, and they would be required to act under definite principles, in which economic administration and full service utility would predominate. Their duties would comprise the taking of evidence from all interested parties, the consideration of natural and other boundaries, and generally, to take into account all other factors, such as population and ability to pay.

Joint Boards

Although I have suggested that inclusive powers should be conferred on each unit of local government, the position would undoubtedly arise where a local authority, on its own, could not administer a service economically, and in some cases there might be overlapping and joint action would be necessary. This brings me to the question of joint boards. Evolution in this connection seems to have taken a very haphazard course. Faddist and other influences, in many cases, have been the basis upon which joint boards have been constituted. This accidental method should be replaced by a definite system of organised formation for specific services. Authorities, under the proposals suggested, which are not able financially or otherwise to administer a particular service, should be compelled by law to combine with some other authority or authorities. The review of the services requiring joint boards would be one of the functions of the Commissioners. Although it is not within the scope of this article, it is perhaps appropriate to suggest, at this stage, that the questions of what services are purely national and what services are partly national and partly local should be reviewed and definitely settled. On the question of mutual services it is interesting to observe the tendency of Parliament in the direction of compelling authorities to share the benefits derived.

The proposals can be summarised in the form of the chart on the preceding page.

At Random

By "HYPERION"

"ONE SHOULD TAKE GOOD CARE NOT TO GROW TOO WISE FOR SO GREAT A PLEASURE OF LIFE AS LAUGHTER"—*Addison*

"Rubbernecks"

Letter read at the Weymouth Ratepayers' Association and reproduced in current number of Pharos Cremation Society's official journal:

I am sorry I am unable to be present at your meeting, but may I say that in my opinion the idea of building a crematorium in Weymouth is quite a good one as it will attract more summer visitors.

* * *

Obiter Dicta

However much you dislike your mother-in-law you must not set fire to her.—The late Sir Ernest Wild, K.C.

* * *

"I might have a fiery temper but my wife is always springing bombshells."—Man at Willesden Police Court.

* * *

They say the girls in Hollywood who have been married only once wear an "L" on their backs at social functions. —*"Star."*

* * *

A New Function for Inspectors (?)

There is one small drop of comfort in the latest news of the horrible health campaign. The B.B.C. has refused to broadcast physical exercises before breakfast. This means that many unprogressive people who live in an area where the radio cracks and blares and booms all day long and far into the night will be able to sleep in peace in the morning. The National Advisory Council for Physical Training will not be able to jest at them and the various "health centres" will be equally powerless unless the Government authorises house-to-house visits soon after dawn by inspectors with full powers to drag everybody out of bed for deep breathing and arm-swinging. —*"Beachcomber" in the "Daily Express."*

* * *

Father: "When I was your age I was working for £1 a week in a shop, and at the end of five years I owned the shop."

Son: "You can't do that nowadays, dad. They have cash registers."

* * *

A Viennese scientist is said to have discovered a substitute for human blood. We have much doubt, however, if the Income Tax people will be fobbed off with that.

—*The "Humorist."*

* * *

At the *S. T.* office last night Dilys Powell told me she had spotted the following misprint in the Court and Society column:

"Lady —— and Mr. —— will give an exhibition dance at midnight, and at the dessert stage of the dinner there will be a tableau in which Miss —— will sin and a number of well-known young girls will take part."

Only the previous week a lynx-eyed proof-reader prevented me saying of an actress that she was mistress of herself, the situation and everybody in the audience."—*James Agate.*

The Other Civil War

Wrote Sydney Smith in 1823:

"I am sorry for the Spaniards—I am sorry for the Greeks—I deplore the fate of the Jews; the people of the Sandwich Islands are groaning under the most detestable tyranny; Bagdad is oppressed; I do not like the present state of the Delta. But am I to fight for all these people? I allow that fighting in such a cause would be a luxury, indeed; but the business of a prudent, sensible man is to guard against luxury. Therefore no war, no eloquence! But apathy, common sense, arithmetic!"

* * *

Last Month's Problem

I received a splendid response to last month's problem about the Three Men in a Boat. Nearly everyone gave the right answer, and—what is more important—the right reasons. Which goes to show that we people in the Local Government Service have extremely logical minds!

The essential point in the problem was that the first man (whose reply could not be heard) *must* have said: "I am white," because if he were a white man he would speak the truth and if he were a black man he would tell a lie. The rest is easy. One of two competitors sent in the right answer for the wrong reason. This one, for instance, which makes my head reel!

If Third man is white then the First man says "I am black," which as he is black is impossible.

Therefore the Third man must be black and the Second man telling the truth is white while the First is white according to the Third's statement.

Another competitor thanked me for giving him "two tough minutes" and said that the problem was insoluble!

The first correct solution, with correct reasons, which I opened was that of Mr. J. F. Botham, Borough Treasurer's Dept., Colchester, and a copy of *The Lighter Side of Local Government* has been despatched to him. Here is his solution:

The First man was white.
The Second man was white.
The Third man was black.

Reasons:

(*A*) *Re the First man.*

The First man must have said that he was white because if he were white he would have said that he was white, and if he were black he would have lied and said that he was white.

(*Note colour not decided yet.*)

(*B*) *Re the Second man.*

"He says he is white and he is white." The Second man made two statements. The first is true (see A). Therefore the Second man is white, and because of this his second statement must be true and the First man must be white also.

(*C*) *Re the Third man.*

"He says he is black but I am white." The Third man also made two statements. The first being an untruth (see A) discloses that the Third man is black and his additional statement confirms this.

Local Government—on the Screen

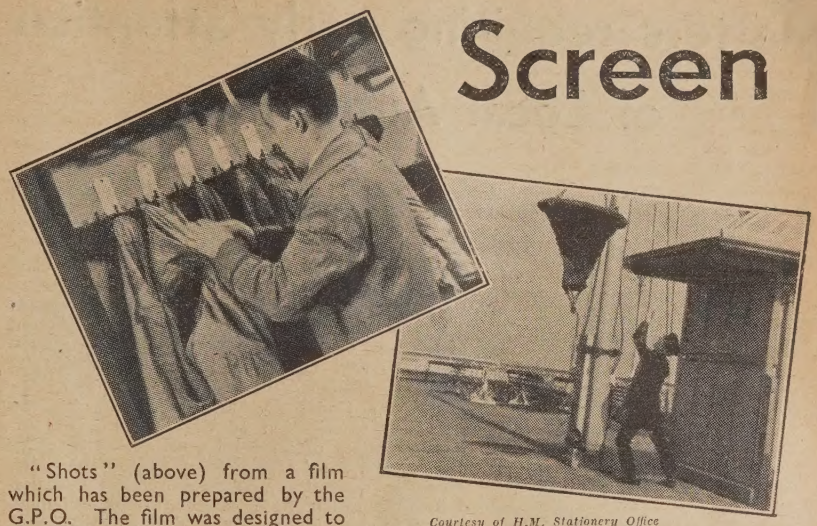
FILMS are becoming more and more important in the lives of the people. The powers that control the output of films and their distribution to the public are gaining increasing control over the opinions of the masses. The newspapers of to-day, if they care to turn aside from their real purpose of recording news, can exert a powerful influence in regulating public opinion and diverting it into whatever channel they will. The films, however, direct a more subtle stream into the public consciousness.

Far from exerting a blatant or dictatorial influence, cinematography aims at enlarging the general background and environment by bringing each person into close touch with aspects of life which he would not otherwise know.

As to the future—there is nothing which will hinder films from becoming a recognised media for public education, adopting methods of influencing the public thinking of a far higher order than the tactics that are used to-day, by sections of the popular press.

It is with both eyes on the future that N.A.L.G.O., visualising the increased appeal to all classes by the film media of education is maintaining contact with well-known film bodies for the production and distribution of "local government" films.

Three objectives are contemplated. Firstly, to collect existing films with themes of value to local government officers and to make these available to N.A.L.G.O. audiences, such as week-end schools, study circles, and group lectures. Secondly, to secure new films as they are produced and to distribute them to N.A.L.G.O. audiences. Thirdly, to co-operate with authoritative film bodies for the purpose of stimulating new films and of promoting study of local government methods and problems.



Courtesy of H.M. Stationery Office and G.P.O. Film Unit.

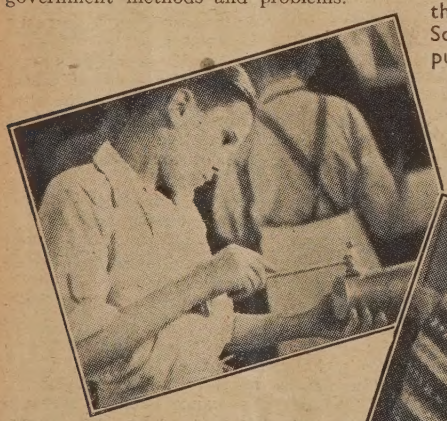
"Shots" (above) from a film which has been prepared by the G.P.O. The film was designed to give the staff a more vivid mental picture of the working of the Postal system, as a whole.

(Left) A scene in the Post Office.

(Above) Hoisting the South cone—indication of an approaching Southerly gale.

"Shots" from a film produced by the Gas Industry entitled "Children at School." The film is a review of the public education system of this country which is forming the citizens of to-morrow.

The contrast between the scene above and the two "close-ups" below has an obvious significance.



There are in existence a number of films dealing with local government aspects of the public services which could form a nucleus for N.A.L.G.O.s' scheme, and it will be possible to arrange for a regular circulation of these films to various groups.

When local halls are not equipped with projectors to show films, there are hiring services available. These films deal with the organisation and objectives of the public services and public utility companies and are an attempt to make intelligible, material and information which is too often presented in an unattractive form to both public servants and to the public itself.

The number of films dealing with subjects of interest and value to government officers is steadily increasing, and there are several films now in the course of production, or their production is being discussed.

Many large public utility companies, e.g., the Gas industry, the Electricity industry, etc., are already representing themselves by film as analagous to the public services. Out of this, several films of public importance, e.g., "The Nutrition Film" and "Housing Problems" have emerged.

N.A.L.G.O., with its contacts in all phases of public administration, is aware of civic problems and municipal solutions. With expert film advice, N.A.L.G.O. could do much to further the public educational value of documentary films by promoting knowledge of film possibilities in local groups.

It is important that local government bodies should be helped to realise the importance of this method of supplying information on local services and interpreting the research and organisation which lies behind local government. It is desirable that more films should be made dealing with specific examples of local management. Certain municipal authorities have solved specific problems in their own area, and these solutions should be available in intelligible form to a wider audience of public servants and to the public itself, so that public opinion may support, or even promote, municipal action.

Local Government Superannuation Act, 1937

Matters requiring early attention of Local Authorities

THE following is an extract from a circular letter dated September 21, 1937, issued by the Ministry of Health:

"The Local Government and other Officers' Superannuation Act, 1922, will be repealed on April 1, 1939, by section 41 (1) of and the Fourth Schedule to the Act of 1937. Accordingly all the provisions in a local Act or statutory order then in force in the area of the Local Authority amending, supplementing, modifying or adapting the provisions of the Act of 1922 in its application to the Authority will thereupon cease to have effect, unless any of them, being provisions which the Authority may desire to preserve, are continued in force by a scheme made by the Authority under sub-section (1) of section 25 of the Act, and approved by the Minister under section 36.

"I am to point out that the effect of the Act is to require that any such schemes shall be submitted to the Minister before the end of January, 1938, and it is very desirable that they should be in the Minister's hands as far in advance of that date as is practicable. I am therefore to suggest that the Authority should forthwith review any provisions of the character in question which may be in force in their area and consider whether any of them ought to be preserved, notwithstanding the repeal of the Act of 1922. The new Act contains provisions analogous to the majority of the amendments of the Act of 1922 which have been obtained by local legislation (e.g., provisions relating to widows' annuities, the holders of joint appointments, the reckoning of service and the calculation of allowance, in certain circumstances, in the case of a person suffering a reduction or suspension of remuneration, etc.), and it is suggested that any scheme which the Local Authority may decide to submit should be limited to the preservation of provisions relating to matters which are not dealt with in the Act of 1937."

In Circular 1644, issued by the Ministry on August 10, 1937, a number of other matters which require early attention are dealt with. The following are extracts from that circular:

"2. Under Section 1, certain local authorities as therein indicated, will become responsible, on the appointed day, as 'administering authorities,' for maintaining superannuation funds. The authorities specified include the larger local authorities and all others who may have adopted the Act of 1922, together with such Councils of County Districts as may, on October 1, 1938, be employing one hundred or more persons who, according to a return to be made to the Minister, will be 'contributory employees.'

3. Section 2 of the Act deals with schemes for the maintenance of a joint superannuation fund by two or more 'administering authorities.' Although no date is specified in the Act for the submission of any such scheme, it will be appreciated that, if in any case such a combination were contemplated, it would be necessary to take steps at an early date with a view to the submission of the necessary scheme for the Minister's approval. As regards existing combination schemes, subsection (3) of Section 2 requires any necessary modifying scheme to be submitted not later than April 1, 1938.

4. Under Section 4, provision for the superannuation of the contributory employees of an employing authority other than an 'administering authority,' will, in general, be made through the superannuation fund of the County Council, in accordance with regulations to be made by the Minister under subsection (6) of Section 36 and paragraph (5) of the Third Schedule. The Minister contemplates that it will be necessary for the regulations to provide, *inter alia*, that the employing authority, in such a case, should furnish the County Council, by some date prior to the appointed day, with such information as is requisite to enable the County Council to make arrangements for the discharge of their obligations under the Act. To that end, the records of employing authorities in regard to the service of such of their employees as will become contributory employees should be brought up to date with a view to accurate information being available when necessary."

. . . . . .

"6. Part II of the Act relates to 'local Act authorities,' i.e., such of the Councils mentioned in Part I of the First Schedule who, not having adopted the Act of 1922, maintain a superannuation fund under a local Act.

Subsection (1) of Section 26 requires such authorities to make schemes for modifying their local Acts so as to secure, *inter alia*, that all their whole-time officers shall be superannuable and to facilitate interchange of staff with other authorities, with preservation of accrued superannuation rights and necessary financial adjustments. Such schemes are required to be made by the authorities concerned not later than April 1, 1938.

7. Schemes required to be made by a local authority under any of the above-mentioned provisions will be subject to the general provisions in Section 36 of the Act. No such scheme will have effect until it has been approved by the Minister, who is empowered to approve with or without modifications. It will be observed that Section 36 enables the Minister to grant an extension of the period for submission of schemes for his approval and, while he has no reason to think that this will be necessary in the majority of cases, he will be prepared to grant an extension in any case where he is satisfied that it is not practicable for the necessary action to be taken within the period specified in the Act."

N.A.L.G.O.

Motor Insurance Scheme

ONCE again a concession has been obtained for N.A.L.G.O. Motor-Car Insurance Policy-holders. Hitherto the Motor Insurance Policy has not provided indemnity where the insured car is being used for tuition purposes. This limitation is often overlooked by Policy-holders, although, under the N.A.L.G.O. Motor Insurance Scheme, not only is there a condition in the Policy relating to this limitation, but it is also referred to in the Certificate of Insurance.

Although the condition relating to the use of private cars for tuition purposes is a general one, and appears in practically all Motor Insurance Policies, the N.A.L.G.O. Policy will in future allow for the insured car to be used for this purpose, subject to the following conditions:

1. That an excess of £5 shall apply to each accident notified whilst the car is used for tuition.

2. That a competent tutor shall be present in the car at such times, and

3. That no reward or consideration shall be given for the use of a car for tuition purposes.

The definition of "a competent tutor," as set out in (2) above, is "a person who has statutory authority to accompany the holder of a provisional licence." Such a person is defined in Statutory Rules and Orders No. 437 of the Road Traffic Act as "a person who has held a licence for at least two years, or who has passed a test under Section 6 of the Act of 1934 . . ." "The Act of 1934" is, of course, the Road Traffic Act, 1934.

In order that the above concession can be put into operation immediately, all existing insurances will be regarded as covering tuition, subject to the conditions mentioned above, from the present time (November 1, 1937) until it is found possible to make an amendment in the Policies already issued.

Since the N.A.L.G.O. Motor Insurance Scheme was first introduced in 1930 the following concessions have been obtained:

1. Official use of car included free of charge—previously an additional 10% was required.

2. The No Claims Bonus of 20% was replaced by a Cumulative Bonus rising to 33⅓% at the end of four years free of claims.

3. Frost damage to insured car included free of charge in Comprehensive Policies.

4. The Comprehensive Policy extended without additional premium to include the Manslaughter Defence benefit.

If you are the owner of a motor-car or motor-cycle and have not seen details of the motor insurance scheme, a postcard to N.A.L.G.O., Insurance Department, 24, Abingdon Street, Westminster, S.W.1, or to the official Insurance Brokers, Norman Frizzell & Partners, Ltd., at 52-54, Gracechurch Street, London, E.C.3, will bring you the appropriate prospectus.

One last word. If you feel the premiums are too low to be consistent with sound protection and good claims service, remember that over ten thousand of your colleagues hold these Policies, which have behind them the undeniable security of Lloyd's.

Training the future "Chief"

by J. Underwood.

Extracts from a Winning entry in the Somerset County Branch Essay Competition.

THE Junior of to-day may be to-morrow's Clerk of the Council.

Around the clerk rotates the whole system of local administration, including all the many departments of municipal work. Hence the "chief" who appreciates the responsibilities of his office should be greatly concerned to see that his juniors are fitted in all respects for training as future public servants.

The junior is very often left to pick up what knowledge he can without any system of training whatsoever being applied to him. It is suggested that wherever possible the junior, whether he is a paid servant or a pupil, should be attached to an assistant in the office, who would be in a much better position to give the required training.

No boy should be accepted as a junior unless he has passed "School Certificate" standard, or has obtained a similar standard of general education. The character of the intending junior should be such as is suited to the work to be undertaken.

Planned Training

The system of training should be spread over as long a period as possible, in any case not less than three years.

As far as possible, the training should be according to a plan, e.g., give the junior a year in the general office where he will come into contact with the correspondence, filing, stationery and general routine. This will give him the grounding sense required and enable him to grasp the workings of the various departments to which he should be transferred in turn at later periods of his training. The junior should be allowed unrestricted access to all things coming into the scope of the department for the time being his setting, in order that he may follow the actual practical working of the particular department. At the same time his work in the office should not be allowed to become a dull routine, nor should he be given work to do that will tax his ability to the extreme without his being able to obtain the result required, otherwise his enthusiasm will become a miserable existence with "clock-watching" claiming a large portion of his time. Closing time is a great attraction to a junior whose job is devoid of interest or overtaxes his ability unfairly. Let him become accustomed to things gradually as part of the system of training. A junior who is continually receiving senior jobs to do will soon lose interest.

Not to be an office slave

Encouragement should be given the junior to join a Students' Society if the opportunity is available, and he should also be taught to cultivate a social understanding of all types of personality. He should be encouraged to cultivate concentration and show real interest in ratepayers in order that he may learn to understand varying temperaments and be able to deal with ratepayers and others concerned on the basis of equality. It must not be forgotten that the training is for a serviceable career and not purely for a job. He should be given every opportunity possible to attend meetings of the various Committees and Council Meetings. He should not be made to become a slave in the office but should be given ample opportunity for daytime and evening studies either by attending technical classes or by working correspondence courses in preparation for professional examinations.

(*Continued at foot of next column*)

Much knowledge may also be gained by the junior attending office conferences, such as are the practice in some offices, when the Departmental head or some other senior member of the staff gives short talks on subjects which have a bearing on the duties of the office.

The possibility of advancement should be a factor continually kept in the mind of the junior, thus giving him added incentive to make a higher post his aim.

This effective training of juniors, which has in the past been lacking to a great extent, will, in its turn, place on the finished product the hall-mark of efficiency and lasting service.

The Sheffield Branch Dinner

VISCOUNT Halifax, Lord President of the Council, speaking as chief guest at the annual dinner of the Sheffield Municipal Officers' Guild on Monday, October 11, said he did not think that there was anything more significant than the place that the local government service had taken in this country in the last 10 years. There had been the tendency to pass more and more of the duties from a central body to the circumference, and the work that local authorities had to do seemed more human because it touched directly the lives of those for whom they had to administer.

Mr. W. W. Armitage, President of the Association, said that one of the duties of the Association, which it had readily taken up, had been that of helping forward the education of the young officers, so as to enable them to take up greater responsibilities.

Mr. H. T. Newton, Chief Education Officer of Sheffield, as President of the Sheffield Branch, presided over the dinner at which nearly 300 guests were present —a larger number of guests than ever before.

Mr. W. W. Armitage (left), Viscount Halifax, K.G., Lord President of the Council, and Mr. H. S. Newton, photographed at Sheffield Annual Dinner on Monday, October 11th. It is noteworthy that the President of the Association, Mr. W. W. Armitage, and the President of the Sheffield Municipal Officers' Guild, Mr. H. S. Newton, are two old friends.

Blind "Hello" Girl

as a Local Government Officer.

It was reported in the "Daily Herald" on October 14 that a blind girl, Miss Isabel Henderson, is to operate the telephone switchboard in Lanark County Council's central offices at Hamilton.

Miss Henderson will take up her post after six months' technical training.

Mr. H. W. Hull, of St. Pancras Branch, suggests that we should give a spontaneous welcome to Miss Isabel Henderson, to the ranks of the local government service, based upon a twofold gratitude, firstly for the faculty retained by ourselves and, secondly, for the ability of science and education to enable her to serve side by side with us.

We heartily concur with these sentiments and feel that every one of Nalgo's hundred thousand members would wish to be included in the welcome which is extended to Miss Henderson.

The Work and Policy of an Educational Correspondent

By Mr. FRED. SIGNEY, B.Sc.

of the City Education Office, Newcastle-on-Tyne

THE development of the Educational Policy of the National Association of Local Government Officers during recent years has greatly increased the volume and the scope of the work of the educational correspondent. To-day most branches possess an educational correspondent, and in many of the larger organisations, education sub-committees have been established. This development has demanded the services of a keen educationist in every branch, and has encouraged executive committees to formulate a definite policy in regard to education.

Close Touch with Students

One of the main duties of a correspondent is to ensure that every student, or prospective student, is fully aware of all the educational facilities that N.A.L.G.O. provides. This is not usually an easy task, especially in a large branch, where some of the members are to be found in offices remote from the main administrative centre of the Corporation. A memorandum, addressed personally to each prospective student in the branch, setting out, very briefly, information regarding advisory service, loan fund and scholarships schemes, library facilities, summer schools and week-end schools, etc., ensures that N.A.L.G.O.'s general educational policy has reached every interested member. A correspondent cannot be expected to circulate every branch member when a new feature of N.A.L.G.O.'s educational work requires publicity. An arrangement with a reliable representative of every department (who is on the branch executive committee if possible) to receive information on educational matters for dissemination and discussion among his colleagues, provides an excellent method of giving such matters the consideration they merit. What might be termed "unstudied apathy" presents one of the greatest difficulties in the work of a correspondent. Fortunately this difficulty can be overcome by transmitting information in an attractive form, co-operating with departmental representatives who have a real interest in education and the progress of their junior colleagues, and by making personal contact with students at every opportunity.

A Word in Time . . .

Timely advice to students, especially at the outset of their careers, may prove to be of the utmost value since it can affect their future prospects or even change the course of their lives. The correspondent is usually charged with the responsibility of providing advice to students when this is requested, but since one person alone cannot be fully familiar with all the numerous features of Local Government Service and qualifications, it is too great a responsibility. The establishment of a panel of well-qualified advisers, each capable of furnishing expert advice on their own particular line of business or qualifications gives a much more reliable advisory service. The publication of this panel with full particulars regarding constitution, qualifications, etc., and the knowledge that wise advice on the choice and method of study is always available when required, will mean that a keen student will not hesitate to seek advice on encountering difficulties in the course of his studies.

The Wherewithal—The Loan Fund

In these democratic days, when merit and not influence provides an entrance into Local Government, there must be many junior members of staffs whose educational progress is likely to be retarded on account of lack of funds. The N.A.L.G.O. Loan Scheme was instituted to meet the needs of these students by providing capital for education purposes at the time when this is most needed. A correspondent should be sure that all students of his branch are aware of the existence of this scheme. When dealing with an application for a loan at the executive meeting of the branch the correspondent should make a point of not disclosing the name of the applicant. It may happen that a student requires a small amount of cash to forward his education but does not care to apply to headquarters for assistance. In cases of this nature, a loan out of branch funds with or without interest, in accordance with the financial position of the applicant, is worth consideration.

Library Facilities

Students of Local Government usually find that in the course of their studies they are required to use costly text books which are of little value to them after the examination and which cannot be obtained in public or other libraries. At headquarters N.A.L.G.O. has established a library composed largely of books of this nature, and the use of this library should be encouraged among branch members, especially in view of the fact that the librarian is prepared to augment the library in accordance with the requirements of borrowers. A circular, asking students to state the particulars of the books they need, to the correspondent so that he can forward the requirements of the branch, in this respect, may do much to popularise this important feature of N.A.L.G.O.'s work.

The Opportunity of the Education Correspondent

To-day, the typical Local Government Officer is a specialist, engaged solely in one department of the Corporation, or concerned largely with only one branch of the work of Local Government. Many of the Local Government examinations are based on a particular feature of the

(*Continued in next column*)

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service with little or no reference to Local Government as a unit, its history and its growth. This state of affairs tends to encourage a "departmental" or even narrow-minded outlook which is to be deplored. The correspondent has the means at his disposal to foster the spirit of broad-mindedness in regard to Local Government affairs within his branch—a feature of the education policy of N.A.L.G.O. which seems to be most neglected.

He can persuade members to attend the annual summer schools, held in well-known and interesting towns where the subject of Local Government is discussed under ideal conditions and where contact can be made with officers from all parts of the country.

He can promote within his own branch or within the district, week-end schools for the consideration of conditions or legislature of vital importance to Local Government, locally or nationally.

He can arrange a series of lectures delivered by well-qualified members of the Service on the function of the department in which they are engaged and the relation which it bears to Local Government as a whole.

He can encourage members without any real qualifications or those who are already qualified "departmentally" to study for the diploma in Public Administration. This diploma course, which can be taken internally at several British universities or externally at London University, is a valuable asset, especially when coupled with a technical or professional examination.

In the course of his work an education correspondent may suffer disappointments or even rebuffs—but when he remembers that he is helping to raise the status of the Local Government officer and bring about a universal appreciation of the ability and training required for Local Government work, he will feel that he has not laboured in vain.

Lord Derby's Consent to open Conference

Members of N.A.L.G.O. generally, and especially Branch Secretaries and other potential delegates to the Association's Conference next year, will learn with great interest that the Right Hon. the Earl of Derby, K.G., Lord Lieutenant of Lancashire, has given his consent to open the Conference when it assembles at the Winter Gardens, Blackpool, next Whitsuntide.

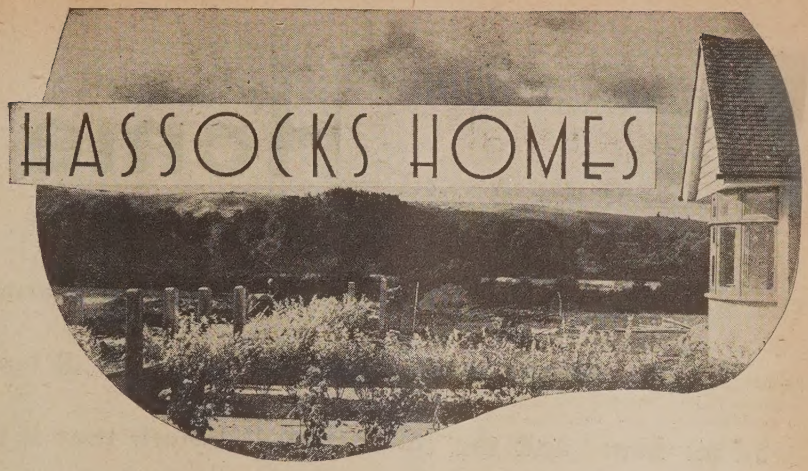
The Association is most fortunate in having secured Lord Derby's consent, particularly as it is known that he will be travelling up from the south especially for the occasion.

A figure of such national importance as Lord Derby, with his many associations in the realm of sport no less than in that of politics, should inspire the proceedings at Conference with a new significance in the public eye and as a consequence should call for wide appreciation.

It is early to speak of the 1939 Conference, whilst arrangements for next year have not been completed, but N.A.L.G.O. has just been informed that Torquay Town Council has agreed to invite the Association to hold its 1939 Conference at Torquay.

A Ferguson Estate

NIHIL LABORANTIBUS DIFFICILE



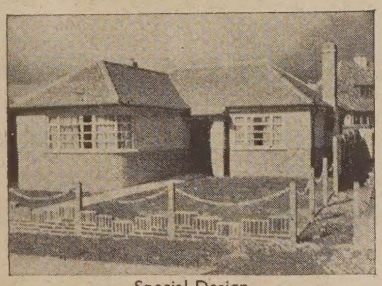
A change of house is a wonderful tonic

HASSOCKS HOMES is developed under the personal supervision of the principals and two resident architects. A great variety of pleasing elevations have been designed and are now erected on the Estate. The illustrations show only a selection of these. For this reason alone we urge you to visit the Estate and see the Houses and Bungalows for yourself. The only feature common to all types is the really comprehensive equipment. Electric or Gas; Fires, Cooker and Lighting Fittings, Sentry Hot Water Boiler, built-in Kitchen Cabinet, Tiled Kitchen and Bathroom—these are some of the outstanding features of Hassocks Homes. In addition to the many types erected plots are available in any size. Our architects will prepare plans and specifications to any requirements free of charge.

All Houses and Bungalows may be purchased through the Abbey Road Building Society for a 10 per cent. deposit and low weekly repayments. A New House right in the country yet only 10 minutes from Brighton. It sounds wonderful and is certainly worth investigating. Any change of house is a tonic, but a change to Hassocks Homes is more than that.

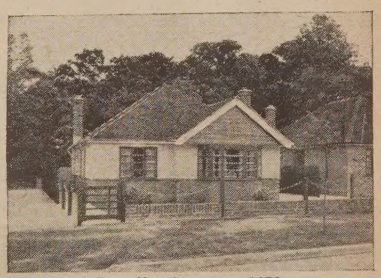
Type V. 5 rooms, **£525**

Type B. 7 rooms, **£700**



Special Design

Type E. 7 rooms, **£850**



Type K. 6 rooms, **£650**

"This estate has been Town Planned with a density of six properties only to the acre. Built by Estate Developers with the experience behind them of one thousand houses recently completed on the Ladies Mile Estate, Patcham, Brighton. Held as an example of the combination of town planning and various designs successfully accomplished. Visited by Housing Experts from America, Austria and Germany."

"HASSOCKS HOMES ARE BETTER STILL."

Full particulars from

Hassocks Homes, Ltd., Scotland House, Hassocks

Furnished Show Houses are open every day, including week-ends, until late at night.

Home

The word "Home" seems to possess a strange warmth—a sense of security and rest. Soon, with the approach of Winter we shall become more conscious of our need for home and the comfort and warmth that it brings. After a day's work, the sound of "Home" is a great satisfaction to the mind yet perhaps for those who are looking forward to marriage the word achieves its deepest meaning. A member who is starting up a home of his own, or forsaking an old house for a new one in a brighter neighbourhood, or leaving the district to pursue his profession in another part of the country can be assured of the prompt and helpful consideration of the NALGO Building Society. On an advance of up to 66⅔% of the value or the purchase price (whichever be the lower) 4¼% interest is charged and on an advance of up to 90%, 4½% interest is charged. In approved cases 100% advances are made. The NALGO Building Society might be said to play a very happy rôle in the lives of members with its exceptional facilities for providing them with homes. But that is only as it should be, for after all it is their OWN Society.

Over three million pounds have been advanced to members

To the Nalgo Building Society,
24, Abingdon Street, London, S.W.1.

Please send particulars of house-purchase facilities to:—

Name.....

Address.....

.....

9

GRAS

No, not Grass! Gras is short for "Group for Research in Administration and Sociology," which has been formed by the Education Committee of the Manchester Branch.

The Group feels that municipal officers are in a special position to attend to research studies in practical questions of administration, and that as the ultimate object of local government is sociological, the new group should include a study of sociology in its field of operation.

In no job in local government, no matter how specialised it may be, should the administrative and technical aspects be disassociated. Even the most technical profession in municipal affairs differs in its outlook from a similar profession in private enterprise, for behind all municipal activity lies the old tag "the greatest happiness of the greatest number."

There is a new trend in social study; human beings are being looked at more carefully in the sudden realisation that they, after all, are the cause of all that is happening to-day, rather than some vague "economic" or "reasonable" man.

If Gras seizes its opportunities, given the enthusiasm and ability of the present members, there is no reason why it should not play a useful and important part in relating this new trend to the civic life of Manchester, at least. Is it too early or would it be too ambitious to look further afield?

A stimulating programme is in the process of formation; among other things, a visit to the new police headquarters, with a lecture on police administration, has been arranged.

The activities of the Group are the following:

1. The holding of regular meetings for papers and discussions.
2. The formation of research groups in specific questions as defined from time to time.
3. The presentation of reports and recommendations to appropriate bodies and the submission of letters to appropriate periodicals.
4. The arrangement of visits to, and inspection of, places of administrative interest, with a view to extending the practical knowledge and experience of members in matters of organization and administration.
5. The formation of a debating team.

The membership of the Group is at present thirty-two, which is perhaps somewhat smaller than was expected; it can be safely said that the relative smallness of the Group has been well compensated by the keenness of the members, under the chairmanship of Mr. A. V. Hurst, with H. R. Page as secretary and H. Cochrane as treasurer. It may be said with confidence that this organisation, though still comparatively small in numbers, has successfully emerged from its first year of working, and has demonstrated that there is a real useful purpose to be served by such a group as this, in spite of the fact that, as the president Mr. J. Lythgoe pointed out in the first annual report, the first year in the life of such an organization is generally the most critical.

First Things First

Choice of employment is not simply a question of "getting a job." One of the problems of the present situation is the aftermath which may ensue where thoughtful vocational guidance has been sacrificed by parents and children on the altar of the larger monetary rewards of the moment. When employment is scarce a Juvenile Employment Bureau is deservedly popular. An easy transition from one situation to another without recourse to such public service may not be free from future regret when life takes on those responsibilities which the passing of the years inevitably brings.

The prevailing demand in many areas for juvenile labour has created problems of greater moment than the difficulty of satisfying the reasonable claims of a well-ordered industry. It is not a matter for surprise that, consonant with a ready availability of employment and (in some cases) attractive remuneration, boys and girls are tempted to "look after themselves."

Not a few employers in their anxiety to secure an adequate supply of young employees have adopted various forms of publicity to advertise their requirements.

The Juvenile Employment Committee of the Borough of Leyton, in its thirteen annual report, states that a juvenile employment committee recognises its responsibility to all parties—but chiefly to the young people it seeks to serve.

To Celebrate the passing of the Local Government Superannuation Acts, 1937, a

DINNER

will be held at GROSVENOR HOUSE, PARK LANE, LONDON, W.1, on SATURDAY, DECEMBER 18, 1937, 6.30 for 7.0 p.m.

Tickets 15s. each (exclusive of wines) may be obtained from the General Secretary, N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

Will members desirous of staying at Grosvenor House Hotel kindly book through the General Secretary, N.A.L.G.O.

(*Continued from next column.*)

"I hope it may be clearly understood that in making this proposal I have no personal feeling against any individual, but surely there is something wrong with the idea that when men are past their best they should still hold on to office.

"In my time on the City Council I have seen several men between the age of 80 and 86 years holding key positions at Committees which cried out for the energy of younger men.

"These things would not be tolerated in a private business. Why, then, in a municipality? Because, after all, the Corporation is a business; moreover it is twice as big as the biggest business in Lancashire."

A Lord Mayor's Confession

IN this article a Lord Mayor tells of his sufferings at the hands of his City Council, and makes several startling statements on how he would like to remodel it.

"Presiding over a City Council Meeting is one of the Lord Mayor's hardest tasks," Alderman Joseph Toole, Lord Mayor of Manchester, admitted recently to the "Evening Chronicle." "Once each month he has to take control of debates on civic problems which are at times apt to become acrimonious. There are 144 men and women on our Council. Most of them are good debaters—quick, alert, active minds—and not easy to handle.

"Now the City Council is a peculiar body. Big things are easily carried by the members without cavil. It is the small things that take up the time. A ten million pounds water scheme or a one million pounds scheme for Town Hall extensions may pass with the greatest of ease, but you stop the lunch for members and a regular Donnybrook Fair occurs.

"The public of Manchester should take a livelier interest in civic affairs, for it matters more to them what kind of City Father rules than what kind of man represents us in Parliament.

"Education, social services, parks, police, water, gas, electricity, health, housing, baths, etc., are all controlled from the Town Hall, and these affect our everyday lives more than does the House of Commons.

Democracy Must Be Alert

"During my term as chief of all these services, I have often told of what is right with our City Council. Now let me say what, in my opinion, is wrong. Firstly, the Council itself is too large. The Community would get more efficiency from smaller committees and a smaller Council. There are more members on our City Council than there are in the parliaments in some countries. Democrat as I am, I want democracy to be alert and, above all, efficient.

"It must act as swiftly as the dictator. It must be in advance of the dictator and anything that is unwieldy is a handicap to democracy.

"Civic Institutions are to-day calling out for active young men and women with great energy and driving force. They can only get their chance by the older men giving them a chance.

"Had I my way, I would retire all Civic Administrators at the same age as officials, namely, 65 years. They would retain the title of alderman in an honorary capacity, just as Army officers retain their title after they leave active service. They could be known as Alderman So-and-so to the end of their days. They could attend the City Meetings if they wished to do so—in their honorary capacity.

Biggest Business In Lancashire

"Their advice could be given where needed, but they should not vote. Such a plan would create chances for younger men and women, and in my opinion add to the efficiency of our local government.

(*Continued at foot of previous column.*)

Bridge Forum

By

NEVILLE HOBSON

Bluff Bids

Last month Sacrifice Bids were considered. There is, of course, an atmosphere of bluff about most bids of that nature, but it is proposed in this article to deal with intervening bluff bids in the early stages of the declaration.

Theoretically, no partnership should be seriously put off, or deterred, by bluff on the part of an opponent, but there is always a danger of good hands not fitting, and this risk is apt to loom up boldly in the presence of an adverse bid suggesting strength, which may, in fact, be illusory.

Thin No Trumper : If not vulnerable at Contract or when facing an awkward score at Auction, many sound players will bid a thin No Trump—particularly when the partner has passed. This is, after all, only a species of bluff. If a player bids one No Trump on 2 Aces and a Queen, this is usually regarded merely as a " thin " No Trumper, but a charge of pure bluff would be justified if I were to bid No Trumps on One Ace and a Queen only. Such a bid, however, may deter the opponents from bidding game, and it is of particular value when their declaration is in the Minor Suits.

After all, if I open with a Diamond and there is an intervening bid of One No Trump, both my partner and I will hesitate seriously before bidding 5 Diamonds. The normal alternative to a bid of this nature is a declaration of 3 No Trumps, but again the intervening bid of One No Trump makes one reluctant to take the risk —which is a substantial one, when vulnerable, at Contract.

The Personal Equation : Both Sacrifice and Bluff bids are linked up closely with the " personal equation." When playing with people whose temperament and tendencies I do not know, I am chary of bluff in any form. There are, however, many players who can be chivied out of a game bid because of purely temperamental considerations. They become " hot and bothered " by an intervening bid, and lose their calm judgment, which is telling them all the time not to see bogeys which are not there.

Doubling : Many players do not realise the advantage of doubling when up against an obvious overcall. I was playing with some " old hands " in the North recently when hundreds of points were missed during the course of an evening by quite a sound pair, who would not double unless they could see the opponents at least 4 tricks down. Again and again, when playing at Auction, 200 points are there for the asking by the mere double of an overcall. After all, this represents about half the value of rubber game, and it is extraordinary how many people prefer to overcall an impossible declaration of 2 Spades by 3 Hearts, which, if obtained, may not produce game.

To sum up, the best defence against bluff calls is to double in the early stages, though this procedure applies almost exclusively to Auction, owing to the strict conventional requirements of the modern Contract code.

The recorded results of big Contract matches contain many instances where, following a pass by his partner, a player has overcalled with No Trumps on little more than an Ace and a few oddments, and it is extraordinary how disconcerting such a bid has proved in certain types of distribution.

The established bids at Contract, however, make it easier to combat a bluff bid than at Auction, as the latter type of Bridge has mercifully withstood the inroads of excessive conventions.

Home Gardening

By WALTER P. WRIGHT

Author of " Roses and Rose Gardens," " Alpine Flowers and Rock Gardens," " The Wright Encyclopedia of Gardening," etc.

THE fungus disease of Roses commonly called " black spot," but bearing the more impressive name of Diplocodon in select horticultural circles, has been more prevalent than ever this year, and thus threatens to become the worst of all Rose pests. What is to be done about it ? Well, the Royal Horticultural Society and other institutions have been at work for a good while, but without much success so far.

There seems to be little doubt that the disease is spread through the leaves which fall in autumn and lodge in the soil, with disease spores in or on them, throughout the winter. Fresh fungus growths appear in spring, and so the round goes on with ever-increasing momentum.

One of the latest ideas is to prevent the lodgment of fallen leaves by pruning the trees in autumn, before the foliage falls, and promptly burning the prunings. The objection to this is that close pruning at the present season means leaving only a very small reserve of buds, low down, from which to get next summer's flowering branches. The experienced grower is not satisfied with a small reserve quite low down, because if the winter is mild and early growth ensues, severe spring frosts may cripple all of the new shoots. For this reason he generally defers pruning until spring, and even then only prunes half-way at first, so as to have a good reserve of lower buds when the danger from frost is over.

How is the difficulty to be overcome ? In the first place, most of the leaves being on the upper part of the bushes, it is not always necessary to cut low ; on the contrary, a fair length of stem, containing a sufficient reserve of buds can be left. In cases, however, where the foliage is low, so that only a small portion of unclothed stem is left, some litter could be laid among the bushes or earth drawn up to the stems when danger threatens.

A further step might be that of turning the soil over, after raking off all fallen leaves, as deeply as possible. This job is facilitated by reasonably wide planting, and certainly many Rose growers plant too closely, with the result that a year or two later it is practically impossible to turn the soil between them as thoroughly as is desirable. Two feet apart all ways might well be the minimum. This is a seasonable point, most Rose planting being done in November.

Finally, stir into the soil, now, sulphate of iron :—2 oz. per square yard.

Dahlias have had a good year, despite the August and part-September drought, which farmers, of course, liked, as it made harvesting simple. I have had excellent results from the Charm section, and in lifting the tubers have securely labelled the following varieties for use next year : Amos, Baby Royal, Bishop of Llandaff, Glorious, L. C. Page, Lucina, Mabel Crosling, Midas, Our Annie, Pink Pearl, Rhoda, and Rosie. Meantime, although the old stools can be left in the ground over the winter where the district is mild and the soil light, it is best, under favourable conditions, to lift them, after leaving them upside down for a few days so that the superfluous moisture may drip out, to store them in a frostproof place.

Unwins' Ideal and Dwarf Beddi Dahlias have proved themselves invaluable as bedders, needing no stakes. A good proportion are doubles and semidouble Make a note to sow them in warmth ne February.

Now that outdoor work is slack speci attention may be given to young unsatisfactory lawns. The newly sow lawn will be improved by the use of a n very heavy roller, unless sodden, but don put anything heavier than one hundre weight on young grass. Older lawns ar more likely to be improved by scratchin and sanding, especially if weedy, but i bad cases a certain amount of re-turfin is likely to be the most economical in th end, and there is still time for that.

Deciduous shrubs and trees will now b in a sufficiently advanced stage of leaf-fal to be shifted with safety, consequently November is generally the most suitable month for planting. Buy, therefore, soon and while awaiting delivery dig the ground and manure it well, also get good stakes sharpened and creosoted in advance, so that adequate support may be provided for standards.

Another timely job is that of cutting down tall, hardy herbaceous plants, burning the prunings, and digging in the wood ash resulting, incorporating manure also if the soil is impoverished. This procedure leaves all neat for the winter, while likewise making provision for increased fertility.

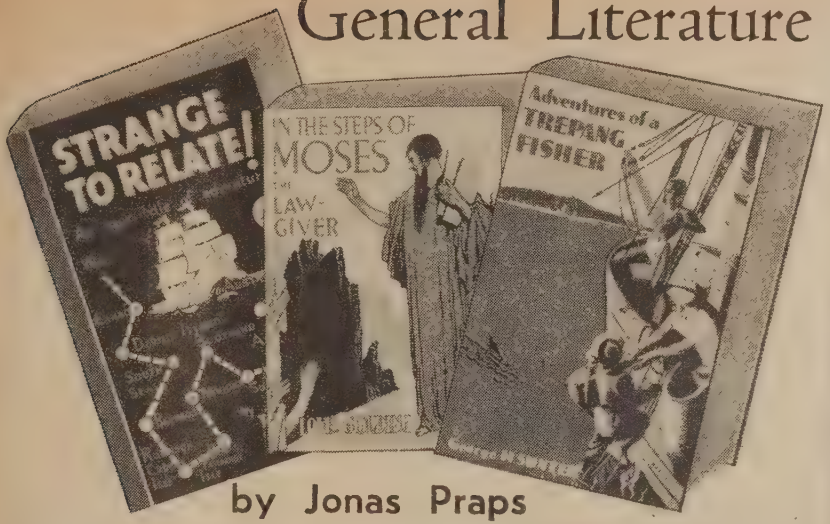
Outdoor Chrysanthemums are likely to be over, and a few plants of the best varieties had better be lifted, shortened, packed together in boxes with only a modicum of soil or sand among them, and kept in a cold frame throughout the winter. Such " stock " plants will yield nice cuttings in spring. The bulk of the plants may, however, be cut down and left in the ground for the winter in most districts, the soil between being dug, manured, and planted with bulbs.

Compact Violas of the Jersey Gem and Violetta types are invaluable for small borders and rockeries, and these may be planted this month with the virtual certainty of establishing themselves firmly and flowering well next year. Border and bedding Pansies may also be planted in equal hopefulness this month.

Has the rockery been overhauled yet ? There may be unhealthy plants to eject, bulbs such as Tulip and Crocus species to be put in, woolly-leaved plants to be furnished with glass covers, fading foliage and leafy refuse of all kinds to be expelled, and extensions to be provided.

Remember, please, you owners of greenhouses and frames, that morning is better than afternoon from this time onward for watering and ventilating. Cinerarias, Primulas, Chrysanthemums — these and practically all other plants will be suited.

General Literature



by Jonas Praps

I EXPECT my readers are not always in accord with my selection nor in the mood for reading all I recommend. Gissing, in the "Private papers of Henry Ryecroft," a book always worth while dipping into, remarks, "how the mood for a book sometimes rushes upon one." He illustrates this point by describing an old farmhouse at dusk, a light twinkling in one of the bedrooms and the doctor's gig at the door. "Tristram Shandy" shot through his mind at once and he hurried home to re-read it. Perhaps your mood fits mine on some, if not all occasions.

Personal Experiences

Mr. Dave Marlowe holds the view that once a waiter always a waiter, and as he has acted in this capacity in various forms on land and sea for many years he should know. In **"Coming Sir!: The autobiography of a waiter"** (Harrap, 8s. 6d.) he tells the story of his life. He has been in high-class and low-class hotels, and recently served as steward on the "Queen Mary." Incidentally between whiles he has done a bit of smuggling and bootlegging. A thoroughly human record.—A much more stereotyped autobiography is that of Frank Swinnerton entitled **"Swinnerton: An Autobiography"** (Hutchinson, 10s. 6d.). He relates his experiences as publisher and author, and with the many literary fans with whom he associated in and out of business. Closely associated with the well-known people of his day he writes entertainingly.—Mary Garbery's **"The Farm by Lough Gur"** (Longmans, 10s. 6d.) is a very charming picture of life in a remote part of Co. Limerick in the second half of the nineteenth century. The farm life, the family of four girls and their upbringing are the ground-work of a record of country life, characters and, of course, Irish superstition. The book has great charm, the charm of "Cranford" or "Our Village."—How a boy worked his passage to Australia and how he suffered in fighting his way to success, a success so great that he has become an authority on land questions are happily told in **"I Find Australia"** by William Hatfield (Oxford Press, 7s. 6d.). It is a very unusual type of book to be published from this press.

Outside England

Some little while ago H. V. Morton wrote a book entitled "In the Steps of the Master," in which he followed the journeyings of Christ in Palestine. This book (or its publishers) probably inspired Louis Golding to travel the path taken by Moses until he reached the promised land recorded in **"In the Steps of Moses"** (Rich & Cowan, 7s. 6d.). Mr. Golding, though perhaps best known as a novelist, has excellent descriptive powers and the book has a travel interest apart from its more immediate topic.—More adventurous travel experiences will be found in **"Adventures of a Trepang Fisher,"** by George H. Sunter (Hurst & Blackett, 12s. 6d.). The author spent five years in a small lugger sailing the waters of the Northern Territory of Australia in search of "trepang," a sea-cucumber considered an excellent edible delicacy. The district is very little known, hardly-explored, and the writer has many adventures and unique experiences with the aborigines.—Thorburn Muirhead's experiences related in **"Strange to Relate"** (Hurst & Blackett, 12s. 6d.) are the result of the unsettling effect of the War on a young man. His travels in search of adventure, in hunting, shooting, and fishing were spread over Canada, the South Seas, the West Indies, Abyssinia, etc.

Recent Fiction

Phyllis Bottome's new book, **"The Mortal Storm"** (Faber, 7s. 6d.) is a serious study as well as a powerful love story. It deals with the life of a well-to-do family in Germany just before and during the Hitler régime; the clash between the new party and Communists and Jews. It is principally a study of a woman.—Another study of a woman but entirely different in type is **"Brynhild,"** by H. G. Wells (Methuen, 7s. 6d). It is a story, not one of his flights of fancy, though the same subtle irony is obvious. It perhaps did not need Mr. Wells to tell us "the will of a woman is different from a man's," but his story is largely an illustration of this theme.—I suppose it would be possible for someone to write a story with an entirely different atmosphere containing an equally true picture of a doctor's experience as that in **"The Citadel,"** by A. J. Cronin (Gollancz, 8s. 6d.). It has interested me to hear the reaction of different readers to this story—praise and condemnation have been lavish in both directions. Cronin is a forceful writer and the book is worth reading.

DIPLOMA IN PUBLIC ADMINISTRATION

NEW REGULATIONS.

A DIPLOMA in Public Administration of the University of London can now be obtained by two classes of candidates :—

A. (Under the University Council for External Students) : Those who, not necessarily having had administrative experience, have passed or obtained exemption from London Matriculation.

B. (Under the University Extension and Tutorial Classes Council) : Those who, not having Matriculated, have obtained a School Certificate or some recognised equivalent qualification, and have for two years held an approved appointment on the staff of a Public Office recognised by the University of London for this purpose.

The Syllabus is the same for both Examinations. Attendance at University Classes is not necessary; candidates can prepare at home, and without interfering with their daily occupation. The Diploma in Public Administration is becoming increasingly popular, and every ambitious young Local Government Officer should obtain this valuable qualification without delay.

3 REASONS WHY
you should take a
WOLSEY HALL
POSTAL COURSE

1. Wolsey Hall was one of the first institutions to prepare candidates for this Diploma.

2. At the 1937 External Examination 86 per cent of Wolsey Hall Candidates Passed, forming nearly one-third of the entire Pass-List.

3. Wolsey Hall Courses are backed by 43 years' experience of postal tuition, **and a Guarantee that in case of failure tuition will be continued *free of charge*.**

FREE PROSPECTUS

with full particulars may be obtained from the Director of Studies, Dept. RH 27,

Wolsey Hall, Oxford

DIPLOMA CORRESPONDENCE COLLEGE LTD.

Municipal Memories of the "New World"

The Parliament Buildings of Ottawa—the Seat of the Federal Government.

A party recently left England on a tour of nearly 7,000 miles to study public administration in the New World at such cities as Quebec, Montreal, Ottawa, Toronto and New York.

In this article several prominent Local Government Officers comment on what they saw and heard in the course of the tour.

A City Architect's impressions

Mr. John Bennett, F.R.I.B.A., City Architect of Exeter, giving his comments from an architectural point of view, says:

"I was impressed, especially in Montreal, Ottawa, and Toronto, with many residential estates recently developed. The houses, mostly of the good middle-class type, were well designed and well sited. The estates were skilfully planned and laid out. Boundary walls and hedges were omitted; nicely-kept grass lawns stretched down to the road or street line.

Very little of this character is seen in Great Britain, but if we had the courage, and the public at large would support it, our suburban districts would be a great deal more pleasing and restful. In these cities, too, advertisement signs and traders' names were far less blatantly exhibited over the street façades than they are in England. Such omission added greatly to the dignity of the buildings and the streets concerned.

I gained the impression that extreme "modernity" in architecture has made little progress in Canada. Generally, I would say that the work being produced is more "English" in character (and I am using the word "English" in its architectural meaning) than a good deal of present-day work in England. This particularly applies to domestic architecture.

Niagara Falls were as impressive as I anticipated, but I hope no further building development in the way of formal gardens, etc., will be allowed any nearer the Falls. Clever as man may be, it is not within his power to improve their natural beauty.

I understand that the Federal Government controls many miles of the river below the Falls, and will preserve the river and its banks in their natural state.

New York is a city of great things and great doings, and we must all take our hats off to the brains which have produced the Empire State Building—nearly four times as high as the dome of St. Paul's—and other great works.

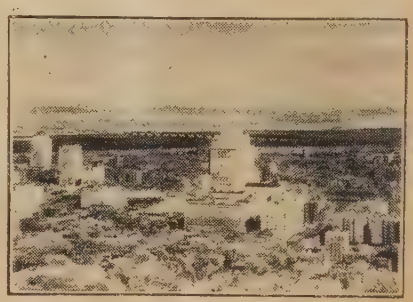
However, I was not impressed with its housing or school work, in the first case because so little had been done, and in the latter because the new schools lacked a sense of balance in conception and design. For instance, we visited a new technical school in Brooklyn, which had just been completed at a cost approaching £1,000,000. Its halls, library, etc., were constructed with expensive materials regardless of cost, yet, inconsistently enough, in other rooms and corridors it was necessary to employ artificial light throughout the whole day."

A Public Assistance Officer

Mr. C. Christian, Public Assistance Officer of Kesteven County Council, writes:

"As a Public Assistance Officer I was profoundly impressed with the gigantic proportions of the 1938 Budget of the Department of Public Welfare for New York City. This department deals only with aged persons, the blind, children and transients (the equivalent of "tramps" in this country), but even so the Budget totalled $26,953,101 or £5,390,620, and showed an increase of $3,337,056 (or £667,411) over the 1937 Budget. This increase was largely due to the recent reduction of the age limit for old age assistance from 70 to 65, increasing the number of persons eligible for this type of relief. Seventy-five per cent of the cost of old age assistance is borne by the Federal Government and the State of New York.

During the time we were in New York the Board of Estimate, sitting as the upper branch of the Municipal Assembly, approved a Bill passed by the Board of Aldermen to give a five day-week to all municipal employees, except members of the police force and fire brigade. This Concession will cost New York City about $6,000,000 (£1,200,000)."



A glimpse of Montreal

A Town Clerk

Mr. A. H. Edwards, Town Clerk of Herne Bay, discusses the extent of democracy in the Canadian system of local government:

"If there is one thing more than any other that the Canadians claim to be it is that they are democratic. No doubt they are influenced in that claim by contact with the United States, yet how does the democracy of the Canadian system of local government contrast with that of our own country?

Our own system undoubtedly appears more democratic when one remembers that we have elected councils that are supreme in control yet take no part in the executive.

The Canadian system is one under which a paid Mayor and a paid Board of Aldermen are elected. The paid Mayor has special powers of his own and forms a striking contrast to our own Mayor who has no greater powers than any other member of the Council—although he holds the privileged position of civic head. The paid Board of Aldermen constitute an executive that can be overruled only by the Council on a two-thirds majority vote.

These principles seem to be opposed to the fundamental idea of democracy as we understand it in Britain. In addition, in the large towns the appointment of officers termed Commissioners—of Works, of Finance, etc.—seems to encroach still further upon the principles of democracy. The Commissioners, who are practically statutory officers, have considerable powers which they appear to exercise largely without control. All these things seemed to be departures from the democratic basis of our system, and I was surprised to find in Canada, a country that had sprung from the work of the sons of England, that there was no closer adherence to our own democratic system."

A Medical Officer of Health

Mr. J. W. Miller, County Medical Officer for Radnorshire, on the subject of New York Public Health Service, says:

"The City is divided into 30 geographic areas known as Health Districts, each of which is under a full-time District Health Officer. Each Health District has a population of approximately 250,000 people. Each Health Officer is responsible for administering the public health programme in accordance with the policies and procedures of the Department of Public Health, and for planning a well balanced health programme for his district, correlated with the work of other organizations in the field. The Health Officer is responsible for Maternity and Child Welfare work, the School Medical Services, Tuberculosis, Social Hygiene, but such matters as Infectious Disease, Sanitation, Food and Drugs, are dealt with through the Central Department.

The Central Department is housed in a modern building of eight stories. Part is used for administrative purposes, part for the chief clinics in connection with Tuberculosis and Social Hygiene, and part for a well equipped laboratory for Chemical and Bacteriological analyses.

For the five years 1929-1933 the mortality rate for the city from all causes was 10.32 (per 1,000 of the population); the infantile mortality rate was 55 per 1,000 births, and the tuberculosis rate (per 100,000 of the population) was 66. The rates in some of the districts are higher, but when one considers the various nationalities scattered through the city, embracing Irish, Germans, Chinese, Italians, and Negroes, the average rates for the whole city compare favourably with those in Great Britain."

The Fifth Commentator

We leave the Town Clerk of Johnstone (Renfrewshire), Mr. A. Alstone Cameron, to conclude. He says:

"My visit to Canada and to that portion of the United States visited by N.A.L.G.O. impressed me with two things. First, the vastness and enterprise of both Canada and America; and, second—the power and influence of N.A.L.G.O. in those countries.

While I had been to Canada and America before, I saw more in one day with your organization and the arrangements you had made than I saw in a whole week on my previous visit to any of the places.

What did surprise me was this—that I had never before realised, although a member of N.A.L.G.O. for a long time, just how much both in Canada and America the organization was respected. Neither in Canada nor America have they such an organization, and through the arrangements that were made every door was opened and all persons of power and influence that we wished to see were ready and anxious to meet us. The hospitality that we received and all the kindness shown to us was not because we were individual members of the group that visited Quebec, Montreal, Ottawa, Toronto, Hamilton, and New York, but because we represented the great body of Local Government workers whom they recognised as the force which worked the Local Government in Britain and which they admitted was an ideal to which they had not yet attained.

I can only say that our visit to these places was no mere excursion or trip, no mere sightseeing party, but an educative event which will stand out in the memory and during the life of every person who was fortunate enough to be present. I am sure, if it had been known, we would have had at least five times the number of persons with us.

The whole of the members of the party recognised that the arrangements were perfect; that there was not a hitch; that everything fitted in to make this trip one of the most enjoyable and educative events that they had ever experienced, and such as they could not have obtained individually by visiting either Canada or America.

From the day we touched Canada and saw the Mayor of Quebec waiting to come on to the boat to receive us, until we came to New York and saw Mr. La Guardia, the Mayor, flying over the city in his aeroplane to meet us, the whole trip was one of great triumphant progress. In every city we had not merely the city officials but the head of every public department waiting and anxious to meet us and show us the working of his department. The information supplied was such that it will take us all some time to collate before we will be able to formulate a connected story of all we saw and heard in these two vast countries."

1914 1918

"They shall grow not old, as we that are left grow old:
Age shall not weary them, nor the years condemn.
At the going down of the sun and in the morning
We will remember them."

By wearing Poppies on Remembrance Day we keep green the memory of those who died. Of those that are left, thousands to-day are sadly handicapped by age, sickness, and the strain of the War years. Their need is the personal responsibility of each one of us.

Please help the British Legion to deal adequately with the increasing need of ex-service men and their families by giving more than ever before for your Poppies on

POPPY DAY
Nov. 11

DONATIONS will be thankfully received. These should be sent to the local Poppy Day Committee: or to Captain W. G. Willcox, M.B.E., Organising Secretary, EARL HAIG'S BRITISH LEGION APPEAL FUND, 29, Cromwell Road, London, S.W.7. Ladies willing to sell Poppies are asked to communicate with their local Poppy Day Committees, or with the Headquarters of the fund. Their help will be of the greatest value.

Have you yet bought a copy of "HELP YOURSELF" Annual
Through your Branch Secretary?
—Proceeds in aid of B. & O. Fund.

NO MORE DREAD OF STOMACH OPERATION

One of the most disturbing things that anyone can experience is the feeling that some abnormal condition in the stomach may mean an operation. The hours of sickening dread that follow will drag down your vitality, and reduce your natural power to resist the development of the disorder.

When you think of the mental and physical agony that may creep on you in these conditions, you will understand the great relief it means to have the digestive trouble checked and removed in quite a simple way. That is what happened to Mr. F. G. Bi, of Bradford, whose own words give just a glimpse at the terrifying experience he went through. He says:

"During the last four years I have had two operations for Ulcers on the stomach. I have just had a bad attack and was afraid of being in for another operation, but after trying a bottle of your powder my fears have gone. I am writing to thank you. I shall always look on Maclean Brand Stomach Powder as a godsend."

Every doctor knows the value of the famous Maclean Brand Stomach Powder for all cases of stomach disorder. Its gentle, laxative action, its cleansing, restorative and protective properties, make it most dependable in serious as well as in milder cases. But you should never neglect what you think is trivial stomach pain. That is where danger lies. Take a few doses of the genuine MACLEAN BRAND Stomach Powder at once. You can get it in powder or tablet form, but you must be sure that the signature "ALEX. C. MACLEAN" is on the bottle. 1/3, 2/- or 5/-.

NATIONAL ASSOCIATION of LOCAL GOVERNMENT OFFICERS

HEADQUARTERS

24, Abingdon Street, Westminster, S.W.1

Telephone: WHItehall 9351 (6 lines.)

Telegrams: Natassoc, Parl, London.

All Headquarters Communications should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organization," "Education," or "Special Activities."

General Secretary: L. Hill.
Deputy General Secretary, Legal Secretary and Insurance Secretary:
J. Simonds, M.A., Barrister-at-Law.
Accountant: H. G. Baker.
Organizing Secretary: J. B. Swinden.
Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.
Special Activities Secretary: H. Wright.
Divisional Secretaries:
Metropolitan and Eastern Districts and London County Council Branch: T. M. Kershaw, 24, Abingdon Street, Westminster, S.W.1. Telephone: WHItehall 9351.
North Western and North Wales District: Haden Corser, 2, Mount Street, Manchester. Telephone: Blackfriars 7668.
North Eastern and Yorkshire Districts: W. Cecil Wood, 12, East Parade, Leeds. Telephone: Leeds 24861.
East Midland, West Midland and South Wales Districts: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3. Telephone: Central 1836.
South Eastern, Southern and South Western Districts: F. Thomas, Room 60, Somerset House, Reading. Telephone: Reading 3880.
Scottish District: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1. Telephone: Douglas 404.

COST OF LIVING

Below we give the average monthly percentage increase over the level of July, 1914, in the cost-of-living index for the past six months: May, 52; June, 52; July, 55; August, 55; September, 55; October, 58. The percentage increases in each of the five groups on which the index figure is based are as follow:

	Aug.	Sept.	Oct.
Food	40	40	43
Rent	59	59	59
Clothing ..	105	105	110
Fuel and Light	75	80	80
Other items ..	75	75	75

IMPORTANT DATES.

November.—Annual General Meetings of Branches during the month.
December 1.—Last day for receipt of entries for the N.A.L.G.O. examinations in January, 1938.

HEADQUARTERS AND BRANCHES

The following circulars have been remitted to branch officers:

SEPTEMBER 28

70/NPS/37 (To each local correspondent of the Provident Society.)
Enclosing arrears notices showing the contributions outstanding in respect of members of the Provident Society and requesting the collections of such contributions.

OCTOBER 6

73/SA/37 (To each branch secretary.)
(a) Stating that the Association's private hotel in North Wales will remain open all the winter and containing full information about the hotel.
(b) Enclosing an illustrated brochure.
74/SA/37 (To each branch secretary.)
(a) Enclosing the entry form in connexion with the Correspondence Chess Competition, 1937/38 and information about the competition.

OCTOBER 11

75/AS/37 (To each local correspondent of the Approved Society.)
Concerning the National Health Insurance (Juvenile and Young Persons) Bill and stating that under the Act, when it comes into force, it will be competent for the N.A.L.G.O. Approved Society to accept into membership local government officers under 16 years of age.

National Association of Local Government Officers

APPOINTMENT OF TWO ASSISTANT DIVISIONAL SECRETARIES.

Applications are invited for two appointments as Assistant Divisional Secretaries. The Salary will be in accordance with Grade B of the Association's Scale of Salaries (£315 per annum, rising by annual increments of £15 to a maximum of £390) and will be subject to a deduction of 5 per cent. towards the Staff Superannuation Fund.

Applicants must be of good address, capable public speakers, and possess good organizing ability. They will be expected to travel within the area to which they may be assigned, and reasonable travelling expenses will be allowed. Preference will be given to those applicants who have had experience in the local government service.

The persons appointed will for the present be stationed either at Leeds or Manchester, but they may be transferred to some other centre at any time should the National Executive Council so decide.

A list of duties can be obtained from me.

Applications, stating age, present employment, and qualifications, accompanied by copies of three recent testimonials, to be received by the undersigned not later than November 20, 1937.

By order of the Council.
L. HILL,
General Secretary.
24, Abingdon Street,
Westminster, S.W.1.

£860 or £900 or £ - - ?

The Sir Henry Jackson Memorial Fund has reached the sum of £860, and the subscription list will be closed about the middle of this month. It does not seem very far from £900 now, and it is hoped that when all who desire to contribute to the fund have done so the sum of £900 will be reached, and perhaps surpassed. There *is* just time!

NOTES ON THE LECTURES given at the Summer School at Lincoln College, Oxford, have been printed.

Any members wishing to obtain copies are requested to apply to Headquarters immediately. One shilling will be charged for each copy.

N.A.L.G.O. EXAMINATIONS

The next examinations of the Association will be held on January 20, 21, and 22, 1938, at centres which will be arranged in December.

Applications to sit at this examination must be made on the prescribed form which must be received by the General Secretary not later than December 1, 1937.

(METROPOLITAN DISTRICT)

THE SEVENTEENTH ANNUAL

REUNION

AND

BOHEMIAN CONCERT

FRIDAY, 19th NOVEMBER, 1937

7-15 p.m. prompt

QUEEN'S HALL, LANGHAM PLACE W.1

— *ARTISTS* —

THE WESTERN BROTHERS
"Kenneth" and "George."
GARDA HALL
Soprano.
THORPE BATES
Baritone.
JANE WORTH & NORA SAVAGE
Comedy Entertainers.
BENNETT & WILLIAMS
Two Jovial Boys with their Fono-fiddles.
LEONARD HENRY
Entertainer.
ARTHUR ASKEY
Comedian.
SID PLUMMER
The Zyli-Fool.
Organist and Accompanist—**PHILIP HENRY**

Presentation of Sports Trophies by the President of the District Committee.

Prices of Admission (including tax)
Area & Grand Circle, 2/6. Balcony, 1/6

The whole of the proceeds from the Sale of Programmes (price 3d. each), together with any Profit arising from the Concert, will be handed over to the Nalgo Benevolent and Orphan Fund.

Applications for Tickets should be made immediately to your Branch Hon. Secretary, or to Mr. P. W. Bond, Town Hall, Walthamstow, Hon. Social Secretary.

LOCAL GOVERNMENT SERVICE

Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. No payment will be made for contributions unless they are specially requested by the Editor. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.

Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.

May we suggest . . .

SUGGESTIBILITY — we are told — is that quality in the performance of a psychological experiment by which the operator can make the subject not only do, but actually want to do whatever the operator cares to suggest. By means of carefully prepared phrases and clever insinuations the subject is brought to the white-heat of enthusiasm.

People are like that in the ordinary course of everyday life. A public speaker can direct the imagination of his audience by merely suggesting lines of thought, leaving it to their minds to follow along the proper channel to reach the conclusion that he wants. National advertisers, men of experience and insight induce all of us to believe, if it be only subconsciously, that certain products (the advertising of which is entrusted to them) are the very best on the market.

These meditations make us wish that we could cast some huge spell of suggestibility over the 100,000 local government officers that constitute the membership of N.A.L.G.O., and by some mighty hypnotism to make them active fiends for taking advantage of the opportunities that winter will bring for organising various events in aid of the Benevolent and Orphan Fund. Of course, it might prove expensive to say the least of it, to employ a body of trained psychologists to make clever insinuations individually to each one of the "hundred thousand" even if effective, but surely such a worthy cause as the Benevolent and Orphan Fund merits more becoming methods. We feel sure that by now putting the facts before you—facts which merit your serious consideration—we can repose more confidence in your generosity than in the experts' "suggestibility."

Here are the facts which the Honorary Treasurer of N.A.L.G.O., Mr. W. H. Legh-Smith, recently included in a letter to all branch secretaries.

"The financial position of the Benevolent and Orphan Fund is causing considerable anxiety to the National Executive Council, because, for the first time since the establishment of the Fund, the payments this year are likely to be considerably in excess of the amount normally receivable by way of members' subscriptions and donations. Unless this source of income is substantially augmented, the Fund will be placed in a very difficult position.

The National Executive Council share my view that it is only necessary to acquaint the different branches as to the position in order to obtain an immediate and generous response on behalf of a cause which all members have much at heart.

During the past ten years the Benevolent and Orphan Fund has accepted responsibility for many long-term cases, and the list is being constantly added to. The annual liability in respect of these cases is now a very heavy one, and the subscription income is not increasing in the same ratio as the outgoings.

Unfortunately, the cases of distressed colleagues who have found it necessary to apply for financial assistance have increased in number, 155 grants being made during the year 1936, but even more numerous and perhaps more distressing are the cases of the widows and children of members who have died and been unable to make provision for their families. During the past year the Fund was called upon to assist 290 widows who depend mainly upon our weekly allowances to keep themselves and their children from acute want.

The Association, moreover, has already undertaken to care for and to educate 46 orphan children in specially chosen schools and to see them through to the start of their careers. This is a very laudable project, but one which involves the Benevolent and Orphan Fund in a very heavy outlay.

From the preceding paragraphs it will be seen that during the year 1936 assistance was rendered to 491 applicants.

The expenditure of the Benevolent and Orphan Fund during the year 1936 was £16,800, whereas the income from subscriptions, together with the donation from 'Help Yourself' Society, amounted to £15,500. It should be remembered that whereas prior to 1936 the receipts from the 'Help Yourself' Society amply covered all NALGO'S grants to orphanages and hospitals, last year's account showed a deficit of over £1,000.

This year's payments out of the Fund to date show a substantial increase as against the corresponding period of last year, and to cope with the additional calls it is essential that further support should be forthcoming.

I am confident that neither the National Executive Council nor any of N.A.L.G.O.'S. members would agree to any reduction in the existing compassionate allowances. I would go further and say that many ardently wish that the resources of the Fund could be augmented so as to permit many of the present allowances being increased.

This Benevolent and Orphan Fund is peculiarly OUR OWN charity, and I feel, that my fellow-members will agree that as such, it merits priority in our interest and support. You will remember the old saying, 'Charity begins at home,' and perhaps I may add that nobody knows whose turn it may be next.

As the honorary treasurer, I have undertaken that the position shall be brought prominently before every branch. I should be grateful, therefore, for your co-operation, and would ask you to bring the contents of my letter to the special notice of your members in the earnest hope that those who already contribute can see their way not only to increase the measure of their support, but to do all in their power to rouse the same practical sympathy of colleagues who are not yet subscribers.

It may be, too, that your branch may decide upon some further action in order to swell the resources of the Fund.

This appeal is made with the full knowledge and support of the National Executive Council, and its Benevolent and Orphan Fund Committee, and it is earnestly hoped that the response may be such as will enable them to deal adequately with the many distressing cases which are so constantly being brought to their notice."

The Prime Minister's Reply

In the July issue of this Journal it was reported that a letter had been sent to the Prime Minister expressing the sense of pleasure felt by the great body of Local Government Officers that one so experienced and distinguished in Local Government should have become the Prime Minister of England. The following reply to that letter has now been received:

"The Prime Minister wishes me to tell you that he has received the Resolution which you sent him on behalf of the National Executive Council of your Association. Mr. Chamberlain very much appreciates the terms of the Resolution and would be glad if you would convey to the Members his warm thanks for their congratulations and good wishes."

Yours truly,
G. P. Humphreys-Davies.

10, Downing Street,
Whitehall.

ESSAY COMPETITION

"Social ownership and control of undertakings"

PRIZES

First - - - £2 . 2 . 0
Second - £1 . 1 . 0

The prizes will consist of books to the value mentioned from the catalogue of Messrs. George Allen & Unwin, Limited, publishers of the volume "Public Enterprise."

Open to Local Government Officers, Civil Servants, and members of the staffs of quasi-public bodies.

Candidates will be expected to have read "Public Enterprise," edited by W. A. Robson (Allen & Unwin, 12s. 6d.). The book may be borrowed from many public libraries or purchased from the publisher or local bookseller. The essay should not be in the form of a review, but the adjudicators will recognise a criticism of views in the book and a thesis developed on the basis of the survey of the various quasi-public bodies contained in this work.

Conditions

1. Write on one side of the paper only, either in typescript or in manuscript.
2. The essay should not exceed two thousand words.
3. Essays must be sent to Mr. L. Hill, General Secretary, National Association of Local Government Officers, 24 Abingdon Street, Westminster, London, S.W.1, to reach him by December 31, 1937.
4. Each entry must be headed with a nom-de-plume, and a sealed envelope, containing the entrant's name and address and bearing on the outside his nom-de-plume, must accompany the entry. Indication of the entrant's identity must not appear on the entry.
5. The envelope containing the entry must be marked "Essay Competition" in the top left-hand corner.
6. The copyright in each winning entry will belong to the National Association of Local Government Officers.
7. The decision of the judges shall be final and no correspondence will be entered into on the subject.

Tribunal of Judges

The following have accepted the invitation of the Natio Association of Local Government Officers to act as judges in t Essay Competition :

Sir Henry Bunbury, K.C.B., C.B., Comptroller and Accounta General of the Post Office.
Sir Gwilym Gibbon, C.B., C.B.E., B.A., D.Sc., late Princip Assistant Secretary, Ministry of Health.
Mr. L. Hill, General Secretary, National Association Local Government Officers.

Note on "Public Enterprise," edited by W. A. Robson (Allen & Unwin, 12s. 6d. net).

A number of independent or semi-independent public boar have recently been established for operating public utilities regulating vast industries. They constitute the most importa step in political development and economic organisation whi has been taken in this country during recent decades. Hither they have received only the most cursory examination. In th volume there are presented for the first time detailed studies the B.B.C., The London Passenger Transport Board, the Centr Electricity Board and the Electricity Commission, the Forest Commission, the Agricultural Marketing Boards and the Po of London Authority, together with chapters on the old forms of collective enterprise represented by the Post Office a the Consumers' Co-operative movement. The contributors the book are experts on the particular quasi-public body which they have written, and the modern tendency to establi ad hoc bodies and the existing bodies have been complete surveyed in this new and original work.

Adopt a definite line of action in your endeavour to succeed in the sphere of Local Government.

Nalgo specialises in most of the examinations for Local Government Officers and is best fitted to advise you upon the course of study which is most suitable for you.

Courses are conducted by the Institute for the following examinations :

- National Association of Local Government Officers.
- London University Diploma in Public Administration.
- Incorporated Association of Rating and Valuation Officers.
- Poor Law Examinations Board.
- Institution of Municipal and County Engineers.
- Board of Trade.
- Royal Sanitary Institute and S.I.J.E. Board.
- Chartered Institute of Secretaries.
- College of Preceptors.
- Law and Practice of Registration.

the Nalgo Correspondence Institute 24, Abingdon St., London, S.W.1.

"Housing the Infirm"

by Olive Matthews

Reviewed by Mr. J. Moss, A.C.I.S.

(Public Assistance Officer for Kent)

THE old Poor Law ideas of repression do not fit in with modern conditions. This applies particularly to the housing of the aged and infirm.

Public Assistance Authorities have been urged to improve the amenities for their old people. The matter has been discussed at conferences, but one of the people in this country who has done the greatest work on this subject is Miss Olive Matthews, who has spent the last few years in urging housing authorities to build small dwellings for the aged, and public assistance authorities to turn the institutions into homes; or, better still, build new homes.

In her latest book she not only shows how a new institution should be planned, but, what perhaps is more important, how to brighten the existing institutions.

It costs nothing to allow an old couple to wear their own clothes. In fact, it saves the ratepayers' money. Nor to have some of their own knick-knacks round them. The more old-fashioned officials may think it inconvenient to allow visiting every day, but they might at least give it a trial. This is another point Miss Matthews suggests may be tried.

It is the practice in many institutions for the old people to be allowed to go out every day if they like. Why should not this be general? When Miss Matthews talks about abolishing anything in the nature of uniform she is probably speaking to the converted. Institution masters have been pioneers in getting rid of some of the badges of institutional inmates.

The only suggestion in the book requiring legislation is in relation to pocket-money. If prisoners get it, the author wants to know why it should be refused to the deserving poor.

The booklet should be in the hands of every public assistance administrator. Some councils have purchased copies for their members. Others should do likewise. It would be money well spent.

Health for Everyman

HEALTH, not as an end in itself, but as a means whereby our lives, may be of better use to the community and greater joy to ourselves is the object of a little book by Dr. Cove-Smith—"**Health for Everyman,**" price 2s. 6d. Dr. Cove-Smith was recently captain of the England Rugger XV and he explains how each can keep his body in the best possible state of repair and functional efficiency. While what he has to say about nutrition, diet, breathing, posture, etc., and his invaluable hints on exercises and games should make his book invaluable for the young who are anxious to improve their physique, he deals in a special section with fresh air, sunlight, rest and leisure, and does not forget the sedentary worker, the middle-aged and the elderly.

On "declining years" he reminds us "Shakespeare's lean and slippered pantaloon need not necessarily have finished up 'sans teeth, sans hair, sans everything,' had he not shown in middle age a full, round belly with good capon lined."

It is desired to correct a statement made in last month's issue of this Journal that an application form and leaflet setting out full details as to the provisions of the Contributory Pensions Act, 1937, should be obtained from Headquarters. In actual fact these should be obtained from the Post Office.

Insurance Booklet ?

If not—please complete and forward the following so that a copy may be sent to you immediately

To Nalgo
24, Abingdon Street, Westminster, S.W.1.

Please forward a copy of
"A Wise Local Government Officer" *to:—*

Name.....

Address.....

.....

Salaries and Service Conditions

Grading

Some months ago **Lytham St. Annes** Corporation adopted a Grading Scheme suggested by the Lancashire and Cheshire Whitley Council, and, under the terms of the scheme, a number of officers appealed to the Corporation through N.A.L.G.O. for reconsideration of their grading.

The Town Council has now considered appeals in respect of two officers in the Treasurer's Department, and two officers in the Town Clerk's Department, and has allowed them and recommended re-grading. Other appeals in respect of officers of the Highways, Gas and Health Departments have been submitted to these Committees, and consideration is awaited.

* * *

At **Derby**, the Divisional Secretary met the Omnibus Committee with reference to staffing, and urged that two Grade III posts should be raised to Grade II. A recommendation has been made that three Grade III posts shall be Grade II.

* * *

At the request of the local Branch, the Divisional Secretary made application for the regrading of three officers employed by the **Eston** Urban District Council, and in each case the request has been granted.

Salaries

Following negotiations with the Salaries and Wages Committee of the **Wigan** Corporation, a number of very desirable concessions have been obtained, including automatic progression at the age of 22 years to Grade "C," with a maximum of £190 per annum, and the introduction of two supplementary Grades within the existing scheme, which will have the effect of making the Scheme more elastic.

Scales for females have also been revised.

* * *

As the result of an application by the Divisional Secretary an Attendant in the Gas and Electricity Show-rooms of the **Padiham** Council has received a reduction in the hours of his employment, namely 52 per week, and an increase of 2s. 6d. per week in his remuneration.

Service Conditions

The Association recently had cause to protest against the decision of the **Blackpool** Corporation that in future the promotion of any officer to a higher grade or the transfer of any officer from one grade to another, including the re-grading of junior clerks at the age of 21 years, be conditional upon a medical certificate of fitness.

The Association pointed out that this resolution was without parallel amongst local authorities, and, seeing that a medical examination was in all cases a preliminary to admission to the Superannuation Fund, the resolution was unnecessary and put a premium upon physical fitness as against mental fitness for positions of responsibility. Upon further consideration, the Blackpool Corporation have decided to rescind the resolution.

Two officers of the Borough Treasurer's Department at **Darlington** were suspended from duty following the conviction of a former officer of the Markets Department on charges of embezzlement. These two members of the staff had, amongst other duties, carried out the audit of books in the Markets Department, and it was suggested that they had been careless or neglectful of their duty. The assistance of the Divisional Secretary was sought on their behalf, and at a meeting of a special sub-committee a thorough investigation took place. As a result of the representations then made both officers were reinstated on the following morning.

* * *

The **Monmouth County Council** has approved a revision of office hours on Saturday from 9 a.m. to 1 p.m. to 9 a.m. to 12 noon.

* * *

As the result of representations by the Association's solicitor, compensation amounting to £10 has been paid by the Imperial Chemical Industries to an officer of the **Liverpool** Baths Department for injuries received whilst performing his duties as the result of chlorine escaping from a faulty container supplied by this firm.

* * *

As the result of an appeal by the Divisional Secretary to the Devon County Council, it has been agreed to keep open an appointment as Relieving Officer at Honiton for an officer of the **Montgomery** County Council, who was experiencing difficulty in complying with the terms of the appointment owing to his present Authority insisting upon three months' notice being given.

* * *

The **Llwchwr** Urban District Council have agreed to establish a Joint Committee.

Superannuation

In the North-East the following Authorities have adopted the 1922 Act with effect from the dates shown :

Bentley-with-Arksey U.D.C., January 1, 1938.
Adwick-le-Street U.D.C., January 1, 1938.
Darfield U.D.C., April 1, 1938.
Penistone Joint Hospital Committee, April 1, 1938.

* * *

Durham County Water Board, following an interview by the Divisional Secretary, has agreed that in calculating the superannuation allowance of any officer or servant in respect of non-contributory service the basis shall be 60ths instead of 120ths. This concession will apply not only to service rendered to the Board, but also to service with the Board's predecessors, the Weardale & Consett Water Co.

Following representations made by the Divisional Secretary on behalf of an Institution Master who had contracted out of the 1896 Act, the **Northumberland** County Council has agreed, subject to the approval of the Minister of Health, to make a weekly allowance of £1 under the 1864 Act. The Committee concerned originally recommended an allowance at the rate of 10s. per week.

The **Hawarden** Rural District Cou has adopted the Local Government a Other Officers' Superannuation Act, 19 in respect of officers and workmen, commence on November 1, 1937.

* * *

The following Urban District Coun have adopted the 1922 Act from January 1938 :

Arnold—15 officers ; 48 servants.
Eastwood—7 officers ; 16 servants.

The **Warsop** Urban District Coun and **East Retford** Rural District Coun are holding statutory meetings to ado the Act.

* * *

The **St. Albans City Council** h adopted the 1922 Act, the Appointed D being October 1, 1937.

Whitleyism

A further meeting of the Staff Side of t newly-formed North-Eastern Joint Coun was held at the Town Hall, Newcastle-o Tyne, on September 21, 1937. The membe noted with extreme regret the death of t Secretary of the Council, the late Sir Arthur Oliver, Town Clerk, Newcastle-on-Tyne, a recommendations were made with rega to filling the vacancy. It was also agre that arrangements should be made for t full Council to meet as soon as possible consider the question of further represent tion on the Employers' Side of the Counc

The National Health Insurance (*Juvenile and Young Persons*) Bill

This Bill is to be passed through Parli ment early in the coming session and wi come into force next year. As fro January, 1938, boys and girls between 1 and 16 years of age becoming employe will be compulsorily insured under th above Act.

The contribution will be 4d. a week half of which will be paid by the employe the remaining half being paid by th employed person.

These persons will be immediatel entitled to :

(a) Free treatment by a doctor ;
(b) Free medicines ;

which will continue until the end of th half year in which they attain the age o 16½, or until becoming entitled to th benefit by reason of employment at th age of 16.

This Act is to be administered b approved societies, and it will therefore b competent for Nalgo Approved Society t accept applications from any employee i the local government service who is no yet 16 years of age.

The ordinary application form may b used, and on attaining the age of 16 they wil then become full members of the Approve Society. At 18 years of age they will be required to satisfy the requirements of th Society's Special Rule K (which provides that they must be members of the Association, if eligible).

There is one further point of great importance. Any period of membership of an approved society before the age of 16 will count for the purpose of qualifying for additional benefits. A member of an approved society becomes entitled to the additional benefits payable by that approved society as from the January of the third year from his entry into that society.

Scottish Notes

THE Scottish District Committee held its autumn meeting in Dundee on September 18, when there was a large attendance. In the forenoon the sub-committee meetings were held and the full district committee met in the afternoon. Mr. A. G. M. Archibald, Chairman of the District Committee, presided and submitted the Executive's report.

The most important item in the report had reference to the establishment of a Joint Whitley Committee for the Administrative, Technical, and Clerical Staffs of Local Authorities. In previous issues of the Journal, we have given details regarding the personnel composing the Whitley Council and of the officers appointed by the Council. Here it is only necessary to state, in addition to what has already been reported, that the Executive of the Whitley Council has since met. It decided, before taking any further action, to obtain from Local Authorities details regarding salaries and other conditions of service. Several applications remitted to them were sent back to be dealt with by the Local Authority, since it was felt that, until the Council had established standard conditions of service, they were not in a position to deal with individual applications.

Glasgow Empire Exhibition

Mr. Archibald went on to state that his committee had considered a suggestion that a Local Government Congress be arranged in connection with the Glasgow Empire Exhibition. There were certain difficulties in the way, and it was felt that unless we were able to do the thing on a large scale we had better not venture at all. He suggested that it might be left with him and the Secretary to consult with the exhibition authorities and others interested and report to next meeting. This was agreed.

It was reported that a cheque had been received in connection with the sale of "Help Yourself" journals for allocation to voluntary hospitals. It was agreed that the Branches distribute the money to local hospitals and that cheques be sent them in proportion to the number of journals sold.

It had also been agreed to recommend that we send an affiliation fee to the Workers' Educational Association, and to the Scottish Youth Hostels Association as in former years.

Mr. John Campbell submitted the report of the Education Sub-Committee.

He stated that the summer school held at St. Andrews in the first week of July had been well attended, that the lectures had been of a most interesting and instructive character, and had been well reported in the Press. The weather had not been so good as in previous years, but all the sports events had taken place.

A Week-end School

His committee had considered the suggestion of a week-end school. It was felt that if this school were to be held it should be primarily for members of the Association, though invitations might also be extended to councillors; that Easter would probably be the best time for such a school; and that it meet from Friday night till Monday morning. As to the place of meeting, various suggestions had been made—Rothesay, Dollarbeg, Newbattle Abbey, and Dunblane Hydro. It was agreed to approve of the idea of holding a week-end school and that it be left to the committee to decide the place of meeting.

Mr. Campbell proceeded to report on the Glasgow School of Social Study. He stated that headquarters had again made a grant of £30 to enable N.A.L.G.O. members to get their tuition for the Diploma in Public Administration at reduced fees.

He further stated that the course of study in Registration Law had now been prepared and that the Registrars' Association had set up an Examining Board which would grant certificates of proficiency. Up to date 15 students have enrolled and others are expected.

Propaganda

Mr. Duncan Galbraith submitted the report of the Propaganda Committee.

He stated that since last meeting two new branches had been established—one for the Burgh of Kirkcaldy and another for the county of Orkney. A successful meeting had been held in Hawick and a meeting had been arranged for Haddington, when it was hoped to establish a new branch for the county of East Lothian. Another meeting was being arranged for Shetland and it was hoped next month to establish a branch there. A propaganda circular had been issued, through branches, to non-members. Twelve hundred of these had been printed, and the branches had found them very useful in procuring new members. Regarding the organization of nurses, it was explained that new proposals were likely to be formulated at a meeting to be held shortly in London.

Mr. H. D. Ferguson submitted a minute of the Law and Parliamentary Committee, held in the month of May, which suggested amendments to the Superannuation Bill. Gratification was expressed that the Bill had now been passed into law. Several questions were asked as to the action taken by headquarters regarding certain amendments and other matters, and it was explained that so far as we in Scotland were concerned, we had done all that was possible, but that those responsible for negotiations in London had very wisely decided to do nothing that would endanger the passage of the Bill through Parliament.

The Divisional Secretary made a verbal report about the activities of the Association in Scotland since last meeting, and gave details of his negotiations, particularly with regard to the establishment of the Whitley Council, the setting up of superannuation schemes and revision of salary scales. He was thanked for his report.

Compulsory Membership of the Benevolent and Orphan Fund

Mr. Peter Maclean submitted a minute of the Regional Committee of the Benevolent and Orphan Fund, and the decisions of that committee were approved. In connection with this fund a discussion arose as to the best means of raising more funds and it was agreed to recommend that the subscription to the fund should be compulsory and that a motion to that effect be put on the Agenda for next Annual Conference.

NEW BRANCHES

MENTION was made above of a new Branch for Orkney. The meeting was held in Kirkwall on September 16, when Mr. John D. M. Robertson, Chief Public Assistance Officer, presided. Mr. Mortimer addressed the meeting, and it was decided to form a Branch for the county. A small committee was appointed to enrol members and draft a constitution. Another meeting is to be held on October 15. At a meeting in the County Offices, Haddington, held on September 22, there were some 40 officials present, and after hearing Mr. Mortimer, it was agreed to form a Branch, and a committee was appointed to enrol new members and draft a constitution. The secretary to the committee is Mr. Lochhead, Accountant, County Buildings, Haddington.

DUMBARTONSHIRE

THE Branch held a meeting in Gordon's Tea Rooms, Glasgow, which was chiefly of a propagandist nature. About 50 were present. Mr. Robert Urquhart, President of the Branch, occupied the chair, and Mr. Mortimer addressed the meeting. Both he and the chairman answered quite a large number of questions, and the members present were satisfied that their interests were being well safeguarded. Some twelve new members enrolled at the meeting, and several more are sending in their application forms.

Regarding the salaries of the staff of Dumbarton Town Council, Mr. McDevitt and the Divisional Secretary had an interview on September 24. The whole question was thoroughly investigated, and it appeared that numerous increases were now recommended. It was agreed that some of the scales, particularly those for senior typists, were to the low side, and that these be examined. On the whole, it appeared that the Council were complying with the principle of grading. At the interview the question of superannuation was discussed, and it was agreed to recommend the Council to obtain an actuarial report showing the cost of a scheme under the 1922 Act as compared with the cost under the 1937 Act.

Have you purchased a copy of
"HELP YOURSELF" ANNUAL
through your Branch
this year?
Proceeds in aid of the
N.A.L.G.O.
Benevolent & Orphan Fund

Sporting Events of Branch and District

North-Western District Competitions

THE annual Sports Meeting of the district was held at **Fleetwood** on Saturday, September 18.

The Bowling and Tennis Competitions took place on the greens and courts in the Memorial Park. These facilities were kindly lent by the Corporation. The Golf Competitions were played at the Fleetwood Golf Course, and the Swimming Competition at the Open-Air Baths on the Esplanade. A very successful meeting resulted.

The two finalists in the Bowling Teams Competition were **Bolton** and **Burnley "A"** teams—the same as last year, and Bolton again proved the victors, securing the Challenge Cup presented by the North-Western District for this competition.

Mr. J. Spencer, of Bolton, was successful in the Bowling Individual Merit Competition and gained the Challenge Cup presented by the Manchester Branch of N.A.L.G.O. Mr. T. W. Thompson, of Liverpool, was runner-up.

Burnley were successful in the Tennis Teams Competition, their opponents again being Manchester. The Challenge Trophy therefore went to Burnley.

Miss Harper, of Liverpool, carried off the Johnson Cup for the Ladies' Individual Tennis Competition, whilst Miss Hughes, of Southport, was runner-up.

Mr. F. Howarth, of Manchester, won the Gents' Individual Tennis Competition against Mr. Wills of Liverpool, and won the Challenge Cup presented by the Burnley Branch.

This year **Cheshire County** were successful in winning the Swimming Competition, and gained the Lancashire County Cup, which has so many times gone to the Manchester team. Burnley were the runners-up.

The Golf Competition results were as follows:

Winner: Mr. E. G. Stackhouse (Burnley).

Runner-up: Mr. F. G. McFall (Wallasey).

The Golf (Consolation) Competition was won by Mr. W. P. Lilwall, and Mr. F. C. Swindells was second.

Metropolitan District Golf

THE Autumn Meeting of the Golf Section was held on Wednesday, September 22, on the Sundridge Park Golf Course, Bromley, when 23 members took part in the competitions—Bogey Competition in the morning on the West Course; fourball matches in the afternoon on the East Course. The standard scratch score for the course is 75.

The results were as follows:—

Bogey Competition.

	Handicap	Result.
C. K. Feild (Tottenham), winner	13	1 down
G. H. Huggins (Croydon), runner-up	15	4 "

Fourball Matches.

	Combined Handicap	Net Score (after deducting half Combined Handicap.)
C. W. Strutt (Heston) and T. D. Redpath (Mddx.), winners	33	64½
A. Birch (Stepney) and G. H. Huggins (Croydon), runners-up	20	65

Splendid weather favoured the competition and at the conclusion, on the motion of Mr. A. Birch (Stepney) the best thanks of the Section were accorded to the Sundridge Park Golf Club for the use of the courses and to Mr. Nelson (Secretary of the Section) for the arrangements he had made for the Competition.

It is hoped that a trophy will be available for the Autumn Meeting next year.

Members interested in future competitions should communicate with Mr. W. Nelson, Education Officer, Croydon.

Golf in North Wales

THE Annual Golf Competition arranged by the North Wales Branches of N.A.L.G.O. was played on the Ruthin Golf Course on Saturday, September 18, 1937. Twenty-two competitors took part, and in the Team Championship the Trophy was retained for the second year in succession by the Denbighshire C.C. Branch, who were represented by Messrs. W. J. Godsall, R. Thomas, C. J. Griffiths and G. O. Williams.

Scores:—

Denbighshire C.C.	314
Llandudno No. 1	323
Llandudno No. 2	341

In the Individual Merit Competition, the winner was Mr. Charles Jones, of the Llandudno Branch, and the runner-up, Mr. R. Thomas of Denbighshire.

Scores:—

Charles Jones	80—9—71
R. Thomas	82—10—72

The cup and prizes were afterwards presented to the winners by Mr. J. D. Jones, of the Rhyl Branch, Chairman of the North Wales Sports Committee.

Worthing's Swimming Gala

A CROWD of 250 people watched a swimming match at which members of the Brighton, Worthing, Hove and Bognor Regis branches competed on September 24. This was the first function of its kind to be organised and a most interesting evening's sport was the result. The events were keenly fought out in the best spirit, and the results of the chief events were as follows:

Branch Championships.

100 Yards (Men)—T. Solomon.

66⅔ Yards (Ladies)—Miss D. Hammond.

Diving (Men)—T. Solomon.

Diving (Ladies)—Miss Wilkes.

Inter-Branch Relay Race (Men)—Brighton Branch (team, G. Eley, D. Eley, E. Craddock and R. Hawker).

Inter-Branch Relay Race (Ladies)—Worthing Branch (team, Misses Atkinson, Wilkes, Hammond and Swift.)

Two Lengths, Breast Stroke (Men)—E. Craddock (Brighton).

One Length, Breast Stroke (Ladies)—Miss Wilkes (Worthing).

One Length, for Daughters of N.A.L.G.O. Members—M. Jowett (aged 13), (Worthing).

One Length, for Sons of N.A.L.G.O. Members—C. Wood (Worthing), aged 13.

100 *Yards Race* (Men)—G. Eley (Brighton).

Candle Race—W. Zoppi (Hove).

Catching the Corks—H. Leader (Worthing).

At the conclusion of the Gala the prizes were distributed by Mrs. Allerton, wife of the President of the Worthing and District Branch. Mr. E. Sinnott (Borough Accountant of Worthing) proposed a vote of thanks to Mrs. Allerton, while Mr. Packer, Vice-Chairman of the Brighton Branch, spoke of the successful evening, and expressed the hope that next year the Brighton Branch would have the pleasure of inviting Worthing, Hove and Bognor Branches to a gala at Brighton.

The gala was organized by the committee of the Worthing N.A.L.G.O. Sports Club with Mr. H. H. Tether as Chairman and Mr. R. L. A. Strickland as Honorary Secretary.

A Social Gala

A SPORTS meeting and social gala was organized by the **Urmston** Branch of N.A.L.G.O. on September 25, including a cricket match between a side composed of members of the Urmston Urban District Council and the officers, and which was staged in the grounds of the Urmston Cricket Club. Members of the Irlam branch were invited over for the afternoon and evening, maintaining the friendly relationship between the two branches. The gala also had innumerable side shows, including skittle alley, darts and target golf. Tea was served during the afternoon, and the evening was given over to dancing in the pavilion. A very enjoyable time was had by all and the proceeds were in aid of the B. & O. Fund of the Association.

Todmorden Branch Reaches Final in Cricket

THE final of the Workshop Competition organized by the Todmorden Cricket Club, was played on Centre Vale on Saturday, September 18. Although the weather conditions were not too bad during the actual game, cricket was made farcical by the saturated condition of the ground.

Hartley's have been brought to the final by their bowling strength, and it was obvious that N.A.L.G.O. had a hard task in front of them, although J. Greenwood (11) and C. Shuttleworth (20) showed some measure of resistance among the earlier batsmen; whilst R. J. Meddings and J. Scott had 10 not out and 14 respectively. The final score reached 72, leaving Hartley's comfortable winners with a score of 139 for eight. Following the game Mr. G. Martin, on behalf of the Todmorden Cricket Club, presented the teams with their mementoes. The captains of each side responded with short speeches.

1938—
DIARIES
will be on sale early this month
Price, 1/-
With season-ticket holder - - 1/3
With back-loop and pencil - - 1/3
Obtainable from Branch Secretaries or
NALGO, 24, Abingdon St., Westminster, S.W.1.

Personal

Appointments

Mr. Hugh Caldwell, Assistant Town Clerk of Southport, has been appointed Deputy Town Clerk consequent on the retirement of Mr. J. W. Wilkinson from that position.

Mr. Caldwell will also take up the appointments of Deputy Clerk to the Assessment Committee, Deputy Public Assistance Officer, Deputy Registration Officer and Deputy Clerk to the Southport and District Water Board.

* * *

Mr. J. R. Appleby, Assistant Engineer and Surveyor to the Mablethorpe and Sutton Urban District Council, has been appointed a Divisional Assistant Engineer to the Westminster City Council. Mr. Appleby, who is an Associate Member of the Institution of Municipal and County Engineers and a Member of the Royal Sanitary Institute, was formerly an Assistant to the Borough Engineer of Louth. He is a keen member of N.A.L.G.O. and one of his Branch's officers. He was the winner of the Mablethorpe Branch's Tennis Singles Trophy for 1937.

* * *

Mr. Edmund Anderton, formerly Assistant Clerk and Financial Officer to the Basford Rural District Council, has been appointed Clerk of the Council and Financial Officer. Before his appointment as Finance and Rating and Valuation Officer at Basford in 1927, Mr. Anderton held posts at Bingley and Chichester. He became Assistant Clerk and Finance Officer in 1930. Mr. Anderton, who was at one time Honorary Secretary of the Bingley Branch, was one of the founders of the South Notts Branch and its first Honorary Treasurer. In addition to his other appointment, Mr. Anderton has acted as Clerk to the Nottinghamshire Local Authorities Superannuation Joint Committee.

* * *

Mr. J. N. Kirk, A.R.V.A., of the Rating and Valuation Office, Solihull U.D.C., has been appointed to a position in the Valuation Office, City of Birmingham. He previously held an appointment with the Southwell R.D.C. Mr. Kirk has been closely connected with N.A.L.G.O. activities at Solihull.

Mr. R. C. Ullyett, of the Rating and Valuation Office, Solihull, has been appointed to a similar position with the Cuckfield R.D.C. He previously held an appointment with the Seisdon R.D.C.

* * *

Mr. and Mrs. Clifford E. Bentall are leaving England on November 19 in the Durham Castle, bound for Port Elizabeth, South Africa, where Mr. Bentall is taking up a post of Committee Clerk in the Town Clerk's Department.

Mr. Bentall has been acting as Committee Clerk to the Fulham Borough Council for just over a year; and was previously in the Town Clerk's Department of the Hampstead Borough Council for over five years in a similar position. Prior to this he was in the Public Assistance Department of the London County Council for three years. He started in local government service with the Battersea Borough Council in the Town Clerk's Department, where he remained two and a half years.

Congratulations

We congratulate **Mr. W. A. Follows,** of the City Treasurer's Department, Stoke-on-Trent, on achieving First Place and winning First Prize in the Final Examination of the Society of Incorporated Accountants and Auditors held in November, 1936. Mr. Follows has been awarded the Gold Medal for 1936 on the combined results of the May and November Examinations.

Mr. Follows' success has entitled him also to a Scholarship under the Association's scheme of awards on the results of examinations of professional and technical bodies.

Retirements

Mr. Joseph Smith, who was Hon. Secretary of the Southend-on-Sea Branch of the Association for a period of more than ten years, retired on pension in September last, having completed 42 years' service. He had been a member of the Association since its inception and for 8 years was Hon. Treasurer of the Eastern District Committee. Mr. Smith had also served with distinction on the Benevolent and Orphan Fund Regional Committee and the Management Committee.

It is to be regretted that Mr. Smith found it necessary owing to continued ill-health to retire rather earlier than would otherwise have been the case.

* * *

Captain H. F. Wilkinson, M.Inst.C.E., Borough Engineer and Surveyor to the Tottenham Corporation for the past 18 years, has intimated his desire to retire on March 31 next.

* * *

A farewell tea in honour of **Mr. George Mayhew** (Rate collector of Poplar), was held at Garon's Restaurant, Southend-on-Sea, at the invitation of Mr. G. E. Martin, Borough Treasurer of Poplar. The function was attended by the Rt. Hon. George Lansbury, Mayor of Poplar; Mr. H. E. Dennis, Town Clerk, and well-known local figures.

For 28 years Mr. Mayhew has been an energetic and influential member of N.A.L.G.O. During his years of office he took an active part in the negotiations in connection with the Poplar Borough Council (Superannuation & Pensions) Act of 1911, and the Grading Scheme of salaries for Poplar officers.

Mr. Mayhew held the offices of Hon. Secretary and Hon. Secretary and Treasurer of the Poplar Branch from 1909 to 1928, when he was appointed Vice-President and Chairman of the Management Committee. In 1929 he was elected President of the Branch.

* * *

Mr. Henry Stone retired from the office of Clerk to the Basford Rural District Council on October 31, after 30 years' service in that capacity. He was Clerk to the Guardians of the Basford Union until the transfer in 1930, and also acted as Superintendent Registrar and Clerk of the Basford Area and South East (Notts) Assessment Committees, which latter office he will retain for a time. Mr. Stone is Hon. Treasurer of the Rural District Councils Association. A former member of the N.P.L.O.A., he became the first President of the South Notts Branch on its formation.

We Regret to Announce

(that Mr. R. N. Sisson, of Chislehurst and Sidcup Branch, died on August 24 at the age of 28.

Mr. Sisson was a very keen member of N.A.L.G.O. He showed great interest in the possibilities of the local Whitley Council and was one of the prime movers in the formation of the Chislehurst and Sidcup Branch, of which he was Secretary.

His death, after an illness borne with very great fortitude, brought to a premature close what promised to be a great career, in the service of his fellow-men.

Two Forthcoming Social Events

The **Poplar Branch** has arranged a dance in aid of the Benevolent and Orphan Fund to be held at the East India Hall, Poplar, on Saturday, November 20. The hall is considered to be the finest ball-room in London, and Stan Atkins' Hammersmith Palais de Danse Band has been engaged for the evening. Tickets can be obtained from the Social Secretary, 154, Poplar High Street, E.14, at 2s. each.

* * *

"Full House," a comedy by Ivor Novello, is being produced by the Sheffield Transport Dramatic Society on November 26 and 27, at 7.30 p.m., at the Y.M.C.A. Lecture Hall, Sheffield. The prices of admission will be 1s. 3d. and 1s. 9d.

A well-attended General Meeting was held at the Baltic Café, Swansea, on September 17, when addresses were given by Mr. J. B. Swinden, Organizing Secretary, and Mr. J. E. N. Davis, Divisional Secretary.

Mr. Swinden dealt at length with the varied activities of the Association, and urged that the successful work of N.A.L.G.O. warranted the support of every Local Government officer. There were a large number of questions and an interesting discussion, and both speakers were thanked for their addresses.

Nalgo Building Society

Free Advertising Service

STOUR PROVOST (Dorset).—Well-built 6-room brick Bungalow. In centre of Blackmoor Vale. Pleasantly situated on the main road. Modern sanitation, electric light, etc. Buses pass the door 4 days weekly. Large Plot. Price £650 or near offer. Apply—P. W. 98, Clonmell Road, Tottenham, N. 17.

AINTREE (Liverpool).—Modern semi-detached freehold. Built one year ago. 3 bedrooms, 2 reception rooms, kitchenette, bathroom, etc. Good garden. ½ min. from buses and trains. No road charges. Price £490, or would let at 18s. 9d. weekly inclusive. —Apply 4, Bradfield Avenue, Aintree, Liverpool 10.

WEST WICKHAM (Kent).—Modern semi-detached freehold. Garage. Healthy position adjoining West Wickham and Hayes Common. Convenient shops. 10 mins. station, near bus route. 2 reception rooms, 3 bedrooms, bathroom, kitchen, large garden. Plot 200 ft. by 30 ft. Built 3 years ago. Price £600 or would let on agreement 25s. weekly inclusive.—Apply Box H.P.B., No. 18, c/o 24, Abingdon Street, Westminster.

—Nalgo Classes—

Final.

A Course for the Final Examination of N.A.L.G.O. meets on Wednesdays and Fridays at the Swan Street L.C.C. Institute, Minories, E.C.3, from 6.15 to 8.15 p.m. Students may join at any time on the evenings of meeting and for all or one subject. These classes will greatly assist those taking a Correspondence Course.

Subjects.—Law: Master and Servant—Contract and Tort (Wednesdays).

Municipal Organization, etc. (Fridays).

State System of Education (Fridays).

Your National Executive Council

Met on October 9; this was the first meeting of the Council since the summer recess; Mr. J. W. Wilkinson was in the chair, and the following members of the Council were in attendance:

Messrs. H. Allen
H. J. Altoun
A. G. M. Archibald
W. W. Armitage
J. T. Baker
W. A. N. Baker
F. D. Barton
J. Brown
A. G. Bolton
J. Chaston
J. H. Clark
R. W. Coppock
F. E. Cox
A. B. Day
T. Freeman
A. J. Gould
V. Grainger
D. L. Griffiths
F. H. Harrod
P. H. Harrold
R. E. Heron
W. H. Legh-Smith
G. Llewellyn
Messrs. W. E. Lloyd
S. Lord
E. H. Mason
F. V. Merriman
T. Nolan
A. Denton Ogden
D. J. Parry
A. Pinches
H. G. Pope
E. L. Riley
C. A. W. Roberts
L. E. Rumsey
J. W. Singleton
R. E. Sopwith
Miss I. Stansfield
Messrs. G. A. Stone
H. Taylor
L. H. Taylor
J. W. Vince
J. H. Warren
Miss L. H. Wooldridge
Messrs. L. Worden
E. A. S. Young

Apologies for non-attendance were received from Messrs. E. F. Bacon, G. S. Fraser, A. A. Garrard, J. L. Holland, C. J. Newman, C. S. Robinson, and E. J. Stead.

INTERNATIONAL CONNECTIONS.

THE President, Mr. W. W Armitage, Mr. P. H. Harrold, and Mr. A. Denton Ogden represented the Association at the Paris Conference of the International Union of Local Authorities held on July 5-11, and presented a very interesting and detailed report of the proceedings.

Mr. C. A. W. Roberts, who was appointed as the Association's representative at the Conference of the International Hospitals Association, held in Paris on July 5-11, gave his personal impressions of the conference. It was also reported that Mr. Roberts had been appointed to the new Council of Management of the International Hospitals Association as a representative of organizations in this country.

Your Council is convinced that the co-operation between various countries in the consideration of local government problems is of immeasurable benefit, and that international good feeling is promoted by the exchange of ideas and comparison of systems and experiences.

Service Conditions and Organization

MR. H. ALLEN presented the report of the Committee. The Committee had been informed that the Minister of Health had agreed to receive a deputation to discuss the decision reached at the Margate annual conference to the effect that the National Executive Council should endeavour to secure that the functions of the proposed Central Advisory Committee should be performed by the National Joint Council for Officers and the Provincial Whitley Councils. This deputation was received by the Minister on October 20.

Salaries and Service Conditions

The Committee reported the progress which had been made in the drive to secure adequate salary scales and congenial conditions of service for local government officers. The assistance of the District Committees has now been enlisted.

Joint Advisory Council

A report was submitted of the first meeting of the National Joint Advisory Council for the Local Government Service held at Transport House at which there were present representatives of N.A.L.G.O., the Women Public Health Officers Association, the Transport and General Workers Union, the National Union of General and Municipal Workers, the National Union of County Officers, and of the Trades Union Congress General Council. The delegates were welcomed by Mr. E. Bevin (Chairman) and procedure for the smooth running of the Council was decided upon. It was resolved to investigate and report to the next meeting of the Advisory Council on the effect of mo resolutions on Bills in Parliament.

Air Raid Precautions

A full report was presented in contin tion of that adopted at the previous meet on the subject of local government offic and air raid precautions. It inclu a letter which had been received fr the Air Raid Precautions Department the Home Office, stating that vari insurance companies were willing to is personal accident insurance policies respect of volunteers enrolled by lo authorities and setting out the sugges scale of benefits. The Service Conditi Committee decided to protest stron against the inadequacy of the propos regarding compensation for death injury, and to make every effort to obt more favourable provisions.

Cost of Living Index

The Association are co-operating w the Ministry of Labour in the enquir which are being made in order to provi a new and up-to-date basis for the offic cost-of-living index figure. The Commit reported that the Ministry intended to ta budgets from one out of every thousa persons engaged in local government w were in receipt of not more than £2 per annum and covered by a certific of exception from unemployment insuran This meant that 125 budgets are requir Of that number 100 were to be obtain from workmen and 25 from the offic staffs.

With regard to middle-class expenditu (i.e., in respect of those officers receivi more than £250 per annum) the Associati has agreed to co-operate with the Ci Service organizations in instituting enquiry designed to meet the speci circumstances applicable to those perso This enquiry will take place three mont after the date selected by the Ministry Labour, i.e., in January, 1938, instead of October, 1937. It was pointed out that fairly considerable expenditure may incurred in the printing of forms, t setting up of a statistical bureau, the hiri of calculating machinery, and the appoin ment of a special staff. The Committ decided to investigate fully the machine proposed to be set up by the Civil Servi organizations, and to submit a repo on the probable cost to the Association.

Whitleyism

A report was submitted showing t progress made towards inaugurating Pr vincial Whitley Councils to cover t whole country.

Women's Charter

At the July meeting of the Nation Executive Council the question of t organization of nursing staffs was raise As a result a comprehensive report w presented to the Committee. Includ in the report was a draft charter for wom in the local government service whic revised and brought up-to-date the Chart which was inaugurated by the Associatio in December, 1934. Subject to the co firmation of certain technical details was agreed that the Charter be print and circulated to all branches throughou the country.

Education

THE Education Committee received a report that at the Association's examinations held on May 27, 28 and 29, forty-one candidates passed the Intermediate and seventeen the Final examination. Certain minor amendments in the regulations were approved, and it was decided that an advertisement should be issued to suitable papers for examiners for all the subjects in the Intermediate and Final examinations, and that a panel of examiners should be prepared.

Diploma in Public Administration

The Committee received a report that the London University Extension and Tutorial Classes Council has established a Diploma in Public Administration open to those who, not having matriculated, have qualified for a School Certificate, or have obtained some other qualification recognised by the University as equivalent for this purpose. The syllabus for the new Diploma is the same as that for the London External Diploma in Public Administration.

It was reported that replies had been received to a circular forwarded to Branches in order to ascertain what schemes of post-entry training were operative, and members of the Committee were invited to submit their observations for a scheme of post-entry training. The matter was referred to a Special Sub-Committee who were requested to consider the preparation of a model scheme.

A report on the Summer Schools held during 1937 at Oxford, St. Andrews, and in Paris was received. It was resolved that the thanks of the Association be conveyed to Sir Gwilym Gibbon for his suggestion that his fee as a lecturer should be used for research work in Local Government.

Berlin Summer School Next Year

Discussion then took place upon the venue of the Summer Schools in 1938, and it was decided that Schools should be held in Berlin, Aberystwyth and St. Andrews, Scotland.

It was reported that a communication had been received from a Branch urging that no interest should be charged on educational loans. It was resolved by the Committee, upon the advice of the Honorary Treasurer, that no alteration should be made in the rate of interest charged on loans for educational purposes.

A considerable amount of discussion took place regarding the financing of Area Education Committees and grants, without prejudice to any future action, were made to the Eastern District Committee in respect of educational work. It was resolved that the Special Sub-Committee appointed to consider post-entry training should be requested to consider estimates of expenditure upon educational work to be submitted by the District Committees, together with the general question of financing the work of Area Education Committees.

The Committee decided that copies of "The Highway," the organ of the Workers' Educational Association, should be supplied to each member of the Education Committee. It was resolved that an affiliation fee be paid to the W.E.A. for the forthcoming year and that the question of a further donation be deferred.

It was reported that during the period January 1 to August 31, 1937, 325 students had enrolled with the N.A.L.G.O. Correspondence Institute.

Mr. H. G. Baker

Twenty-five years is a long time. Looking forward it seems almost impossibly future; but looking back:—

Mr. H. G. Baker, the Association's accountant, is looking back upon a quarter of a century's service. He is one of the very few who have witnessed N.A.L.G.O.'s meteoric advance from the time of its early infancy.

After eleven and a half years service in the Borough Treasurer's Department of the Borough of Royal Tunbridge Wells, Mr. Baker was appointed to N.A.L.G.O. on October 1, 1912, when the Nalgo Approved Society was established under the National Health Insurance Act, 1912.

He was subsequently appointed Accountant to the Association, the Approved Society forming a nucleus to which, at intervals, Nalgo's other activities were added, thereby greatly increasing his responsibilities. Now he is accountant to the Nalgo Approved Society, the Nalgo Provident Society, the Benevolent and Orphan Fund, the National and Local Government Officer's Mutual Insurance Association, Ltd., the Nalgo Building Society, the Educational and all other activities of N.A.L.G.O.

His geniality and kindliness are appreciated in every sphere of N.A.L.G.O. with which he comes into contact. Indeed, he is a favourite at the Croyde Bay Holiday Centre, where he is affectionately known as "Doughy."

The hearty congratulations of the Finance and General Purposes Committee were extended to Mr. Baker at their last meeting, and this is a sentiment with which every member of the Association and Headquarters staff would undoubtedly wish to join.

Law and Parliamentary

MR. P. H. HARROLD presented the report of the Law and Parliamentary Committee.

A letter was received from the North-Western and North Wales District Committee expressing their high appreciation of the efforts which had resulted in the passing of the Local Government Superannuation Act, 1937. The Committee resolved to express to the Chairman and the Legal Secretary their intense satisfaction at the passing of the Local Government Superannuation Act, 1937, and the Local Government Superannuation (Scotland) Act, 1937, and their appreciation of the work done by the Chairman and Legal Secretary in that connection. It was also decided that a letter expressing the appreciation of the Committee for the work done by him in connection with the passing of the Acts, be forwarded to the Association's Parliamentary Agent, Mr. C. J. Jackson. An explanatory leaflet setting out the main provisions of the Acts had been prepared by the Legal Department and would shortly be issued.

A report on the following resolution, introduced by the North-Western and North Wales District Committee and passed at the Annual Conference, 1937, was considered. "That in view of the omission in the Annual Report of any steps taken to safeguard the rights of officers who contract a disease during the course of their employment which renders them incapable of following such employment, the National Executive Council be instructed to inquire and report on the desirability of safeguarding the rights of officers who contract industrial, infectious, etc., diseases during the course of their employment." The Committee resolved that a communication be forwarded to the Secretary of State for Home Affairs asking for consideration of an extension of the diseases and occupations at present covered by the Third Schedule to the Workmen's Compensation Act, 1925, so as to extend the provisions of the Act to injury by disease arising from appointments in the local government service.

The following reply to a letter sent to the Ministry of Health with regard to sections 76 and 123 of the Local Government Act, 1933 has been received.

"I am directed by the Minister of Health to advert to your letter of the 23rd June and to state that the representations of the National Association of Local Government Officers have been noted for consideration in connection with any amending legislation. The Minister appreciates that section 123 does not include a provision similar to sub-section (7) of section 76, but officers of local authorities will to some extent be protected where the local authority has adopted a standing order on the lines of clause 21 of the Model Standing Orders issued to local authorities with Circular 1444, of which copies are enclosed. Moreover, I am to point out that the section applies only where it has come to the knowledge of the officer that the contract has been, or is proposed to be, entered into. It has, of course, to be remembered that the position of an officer is materially different from that of a member of a local authority, and Parliament no doubt had this distinction in mind when considering the Bill." Clause 21 of the Model Standing Orders is as follows: "The Town Clerk/Clerk of the Council shall record in a book to be kept for the purpose particulars of any notice given by an officer of the Council under section 123 of the Local Government Act, 1933, of a pecuniary interest in a contract, and the book shall be open during office hours to the inspection of any member of the Council."

Since the June meeting of the Committee decisions had been given on the following compensation appeals which had been made under a County review order: (1) Compensation granted, £85 16s.; compensation awarded, £100; increase, £14 4s. per annum. (2) Compensation granted, £9 7s. (lump sum); compensation awarded, £13 (lump sum); increase, £3 13s. (3) Compensation granted, £23 8s.; compensation awarded, £26; increase, £2 12s. per annum.

The following cases had been dealt with at headquarters since the last meeting: Compensation for loss of office or emoluments, 16; conditions of service of transferred officers, 15; superannuation, 240; general legal questions (other than the particular cases referred to in the agenda) 49.

Finance and General Purposes

MR. A. G. M. ARCHIBALD as Chairman of the Committee submitted the report of the meeting of the Finance and General Purposes Committee.

Consideration was given to the use of the membership figure for electoral purposes and it was decided that in order to facilitate administration to give Notice of Motion to the Annual Conference, 1938, to amend the Rules and Constitution of the Association in order to provide that the membership figure at October 31 is used in future instead of that at January 31.

It was also decided that in view of the difficulty experienced each year, owing to pressure of time, in issuing the Annual Report on April 1, Annual Reports be issued on April 8 in future and notice of motion to alter Rule 28(e) so as to provide for amendments to motions being submitted by April 22 instead of April 15 be given at the Annual Conference next year.

The hearty congratulations of the Committee were extended to Mr. H. G. Baker, the Accountant, who on September 30, 1937, completed 25 years' service with the Association. (See page 303.)

Publications and Public Relations

The Publications and Public Relations Committee submitted a report showing efforts to attract greater public attention to the work of local government and to promote a greater public appreciation of it.

A message had been received from the Prime Minister, which is given in full on page 295.

The report recommended that Mr. A. Spoor be appointed Public Relations Officer to the Association.

It had been decided that Local Government Officers should be encouraged to co-operate voluntarily with local bodies in the proper organisation of public recreation in connection with the National Health Campaign.

It was also resolved that prizes be offered at some future date in a competition for a suitable design, symbolic of the Association.

The possibilities of using films as a means of publicising local government were emphasised. An article dealing more fully with this matter appears on page 283.

A leaflet on the Association's work, to be distributed with a "Local Government" Book List, had been drawn up and was to be submitted to the Chairman of the Committee and the General Secretary for approval.

Special Activities

THE report of the Special Activities Committee was presented by Mr. J. W. Singleton. It was reported that the Committee had received a deputation from representatives of trade associations in regard to trading activities. After hearing the views expressed by various members of the deputation regarding trading which takes place in municipal offices, the Chairman informed the deputation that this was discouraged by the National Executive Council and that the following resolution had been sent to all branches in 1935:

"That branches be advised that making arrangements with local traders for discounts gives rise to local criticism, and that it appears to the National Executive Council to be highly undesirable to carry on any such local trading scheme in office hours or on official premises."

It was decided to send a circular to branches drawing their attention to the resolution forwarded in 1935.

It was further decided that the rules of the Industrial and Provident Society to cover the activities of the Association's Thrift Scheme be submitted to the Annual Conference, 1938, for approval, and that the Society be known as "Nalgo Services, Ltd."

Educational Tour to Canada and United States

The President gave a brief account of the recent trip to Canada and the United States on which he accompanied a party of 65 members and friends organised by the Association. Mr. Armitage was deeply impressed with the lavish hospitality shown to our members at every town in the tour and came away with the impression that a tremendous amount of good work had been done by members taking part in the tour. In concluding Mr. Armitage paid a tribute to the splendid way in which the whole trip had been organized. The Council passed a unanimous vote of thanks to the President for the magnificent way in which he had responded to the many arduous duties involved by representing the Association at the numerous civic functions on the tour.

Nalgo Building Society

Mr. J. T. Baker presented the report of the meeting of the Nalgo Building Society which showed that the following enrolments had been made since the inception of the Society: 18,320 members for paid-up and partly-paid shares; 1,710 depositors (N.A.L.G.O.); 1,599 depositors (non-members).

Nalgo Provident Society

MR. T. NOLAN, the chairman of the Committee of Management, reported that at September 25 there were 17,173 members of the sickness scheme, 1,273 members of the death benefit scheme, and 5,137 persons insured under the Hospital and Nursing Home Scheme.

N.A.L.G.O. Membership

During the annual audit of the members' pass books for the year 1936, a review was made of the members of this society who were not members of the parent Association either owing to being in arrears with their subscriptions or having declined to j
The members were requested to sul
the white subscription receipt (where
subscription is paid annually in adva
or the green card OR/S3, or the Secre
or Treasurer of the branch was asked
submit a statement to the effect that
members of this Society were mem
of N.A.L.G.O. It was reported that
members who were affected by Section
of Rule 3 had not submitted proof
N.A.L.G.O. membership. After consi
able discussion, it was Resolved:

"That those members of the Provid
Society who are affected by Rule 3(
be given until November 30, 1937, in wh
to rejoin N.A.L.G.O. on the terms laid d
by the branch, and in the event of
qualfication not being fulfilled by t
date, membership of the Provident Soci
be terminated."

Benevolent and Orphan Fund

THE report of the Benevolent a
Orphan Fund Committee was s
mitted by its Chairman, Mr. A.
Bolton. The sincere appreciation of
Committee was expressed to the H
Treasurer, Mr. W. H. Legh-Smith, for
considerable amount of time and trou
he had spent in connection with the is
of his appeal to Branches for grea
support of the Fund.

It was reported that the Committee h
approved weekly allowances in 363 ca
and that on the basis of those allowan
the annual expenditure was nea
£18,500. Lump sum grants of appro
mately £400 have been granted in 31 ca
and loans in 30 cases amounted to £450.

The question of publishing "Beano" a
national magazine was discussed and it w
decided to refer this matter to the Publi
tions and Public Relations Committee f
consideration.

It has been decided to despatch 2
Christmas hampers to beneficiaries of t
Fund.

Logomia

Reports of meetings of the Logom
Board of Management held on June 2
1937, and October 7, 1937, were present
by Mr. S. Lord, Chairman of the Board.

Nalgo Approved Society

Mr. R. W. Coppock presented the repo
of the meeting of the Nalgo Approv
Society Committee of Management held
September 24, 1937.

Derby Education Week

With the idea of influencing publ
opinion in favour of further improvemen
in the educational system, Derby Educati
Committee arranged an "Education Week
from October 14-20.

Earl Stanhope, in a message to t
people of Derby, pointed out that it is n
enough to provide a boy or girl with
certain sum of knowledge of matters likel
to be useful. Children must be taught t
use that knowledge and to make the utmo
of the abilities with which they are naturall
endowed.

The programme of events for the wee
was set out in a souvenir handbook, pa
of the cover of which is reproduced abov
The handbook also gave an interesting re
view of the Educational facilities of Derby

District Committees

North-Western and North Wales

FOR the first time in eleven years the autumn meeting of the North Western and North Wales District Committee was held in Salford, on Saturday, September 25, 1937. The meeting was at the Masonic Hall, the Crescent, and was attended by 180 delegates.

The Mayor, Councillor P. Ashcroft, J.P., welcomed the delegates and after praising the work of the Association made a special reference to the Benevolent and Orphan Fund. The delegates were also welcomed by the Town Clerk, Mr. H. H. Tomson, who is president of the Salford Branch, and he was supported by two vice-presidents, Mr. J. A. Hartley and Dr. J Dudgeon Giles, O.B.E.

Mr. J. W. Singleton, Borough Librarian of Accrington, and the chairman of the District Committee, responded on behalf of the visitors and spoke of the education scheme of the Association which aims at a higher standard of efficiency of officers serving local authorities.

* * *

Special reference was made by Mr. Tomson to the excellent choice the District Committee had made in appointing Mr. L. H. Taylor, of Salford, to succeed Mr. F. J. Willett, also of Salford, as honorary secretary to the committee. Mr. Willett has resigned owing to ill-health.

* * *

An invitation was received from Mr. and Mrs. C. A. W. Roberts, Master and Matron of Walton Hospital, Liverpool to hold a meeting of Education Correspondents at the Walton Hospital, Liverpool, on Saturday, November 20, 1937.

* * *

The Committee considered the draft proposed Rules and Constitution of the District Committee and an important amendment was carried that each Branch with a membership not exceeding 200 should be entitled to send two representatives to the District Committee meetings, and it was resolved that subject to this and three other minor amendments, the draft Rules be approved and recommended for adoption at the Annual Meeting to be held in December next.

Reference was made to the financial position of the Benevolent and Orphan Fund of the Association and a letter from the General Secretary, enclosing statistics, showing the income and grants for the year ended December 31, 1936, was read, which asked for suggestions for augmenting the income of the fund.

Mr. W. H. Legh-Smith, City Treasurer of Liverpool and Hon. Treasurer of the Association, informed the Committee that he proposed shortly to address a personal communication to all Branches urging increased support for the B. & O. Fund.

It was resolved to refer these two communications to the B. & O. Fund Committee for consideration and report.

At the conclusion of the meeting the delegates were entertained to tea by the Salford Branch and the Mayor also attended.

West Midland

THE recent quarterly meeting of the West Midland District Committee was held in the Council House, Walsall, with Mr. H. Taylor, Deputy Town Clerk, Stoke-on-Trent, in the Chair, supported by over 80 representatives of Branches.

Consideration was given to the Report of the Executive Committee, which indicated that further action regarding the provincial Whitley Council has been deferred pending another meeting of Local Authorities' Representatives.

The West Midland B. & O. Shield, which was won by the Coseley Branch, with an average contribution per head of membership of 15s. 3d., for 1937, was presented by the Chairman to Mr. F. E. Toon, the Hon. Secretary of the successful Branch.

Sports trophies were also presented by the Chairman to the winners in the district tennis competitions, and reports were submitted in respect of the district competitions for bowls and golf.

PROVISION OF HOMES

Consideration was given to the question of the B. & O. Fund's support for elderly widows, whose future income will always be from the Fund. A suggestion of the provision of homes on the lines of almshouses was made, and the Hon. Secretary, Mr. H. Jones (Wolverhampton) has been requested to make further inquiries.

Mr. G. H. Roe (Smethwick) was elected Hon. Secretary of the District B. & O. Committee to serve until the Annual Meeting of the District.

The report of the Divisional Secretary included a statement showing the growth of superannuation in the district since 1922, and also urged immediate propaganda among the new entrants to the service under the Midwives Act, 1936. In this connexion, it was reported that 19 out of 21 Midwives at Coventry have already joined the local branch.

After the meeting the representatives were generously entertained to tea by the Walsall Branch, the arrangements for which were kindly undertaken by Mr. A. Mellor, the local Hon. Secretary.

Eastern

A SPECIAL Meeting of the Eastern District Committee was held in London on September 25, when Mr. W. E. Hudson (Essex) presided, for the purpose of amending the Rules of the District Committee to give effect to the appointment of a new Benevolent and Orphan Sub-Committee in accordance with the wishes of Conference. The revised rules on the lines suggested by the N.E.C. were approved.

The usual quarterly meeting followed.

A letter from the N.E.C. with regard to the financial position of the B. & O. Fund, together with statistics, was very carefully considered, and it was unanimously resolved that a special appeal, signed by the B. & O. Fund Secretary, be sent to every branch in the Eastern area.

A grant of 25 guineas, being a proportion of the profits from the sales of Help Yourself Annuals, was received and a grant of five guineas was made to each of five hospitals in the area.

PLEDGED TO SUPPORT A PROVINCIAL WHITLEY COUNCIL

An interesting discussion took place with regard to the recent conference of Local Authorities' Representatives held at the Guildhall, Cambridge, as a result of which local authorities in the district have been asked to submit their observations on the question of the formation of a Provincial Whitley Council for this area, when a further conference will be convened. The members present agreed to pledge themselves to do everything possible in their respective areas calculated to secure the success of the second conference.

The East Suffolk Branch has suggested that to celebrate the centenary of the passing of the Municipal Corporations Act a shield be provided by the District Committee for competition among elementary school children in this area. The letter was passed to the Area Education Committee for their observations.

An estimate of expenditure submitted by the Area Education Committee was approved for submission to the N.E.C.

Some discussion took place with regard to the financial position of the District Committee. The low balance available has made it extremely difficult to carry on the work of the District Committee and to finance educational activities in the District, and it was agreed to make an application to the N.E.C. for a proportion of the cost of approved educational expenditure to be advanced.

Applications for 40 per cent rebate to certain Branches covering large rural areas were received and passed.

Messrs. E. F. Bacon and A. Denton Ogden reported on the work of the National Executive Council and its committees during the past quarter.

Southern

A MEETING of the Southern District Committee was held at the Town Hall, Basingtoke, on September 4, under the chairmanship of Mr. J. E. Arnold. The Mayor (Mr. Councillor Musselwhite), who was accompanied by the Town Clerk, extended a cordial welcome to the delegates and the chairman suitably responded.

The following members were elected to serve on the B. and O. sub-committee : Messrs. J. E. Arnold (chairman), F. V. Merriman, J. H. Sowden Hall, F. J. Wolverson, F. H. King, C. Tracy, and A. G. Smith (hon. secretary).

In connection with the proposed formation of a Provincial Whitley Council for the Southern District, attention was directed to the fact that it had been left to the N.E.C. to arrange a meeting place for the conference. Reading, Southampton, and Portsmouth had, in turn, been approached, but in each instance the branch secretary had replied that no useful purpose would be served by holding the conference in their own particular town. After a long discussion it was decided to re-present to the N.E.C. the advisability of merging the Southern District with the Extra Metropolitan area for Provincial Whitley Council purposes. The divisional secretary reported that developments were still proceeding in the Isle of Wight, and that up to the present time five local authorities had reported that they were prepared to go on with the proposed scheme for a Whitley Council to cover the island. The County Council had also agreed to give the matter further consideration.

Mr. Frank Thomas reported that from the quarterly returns to hand the membership of the district was steadily increasing. He also stated that the Windsor, High Wycombe Councils had agreed new grading schemes for their respective staffs. Havant Council had also adopted an improved holiday scale for their staff.

(*Please turn over.*)

Mr. D. Llewellyn Griffiths gave a very interesting address on the work of the N.E.C. particularly as regards the new Superannuation Act; Public Relations and Law and Parliamentary.

The committee were informed by Mr. T. R. Winning that Branches had appointed their representatives to the Reading Area Education Committee and that the first meeting of the Committee would be held very shortly.

South-Western

THE Lord Mayor of Plymouth (Alderman Littleton) gave the members of the District Committee a civic welcome to the City at the opening of the meeting on October 2 in the Council Chamber of the Municipal Buildings Plymouth. Mr. P. H. Cole, who took the Chair, apologised to the Lord Mayor at the unavoidable absence of the Chairman, Mr. C. J. Newman, and Col. Stead.

A record attendance of about 55 members representing 20 Branches marked the visit of the District Committee to Plymouth.

The business of the meeting was concerned mainly with the Benevolent and Orphan Fund and Area Education Committees.

THE BENEVOLENT AND ORPHAN FUND

The Chairman of the B. & O. Sub-Committee, Mr. R. Shears, submitted a very interesting and informative memorandum concerning the position of each Branch as to the membership, contributions, and calls made upon the Fund, etc. The facts given will enable each Branch seriously to consider what can be done to augment the income of the Fund.

AREA EDUCATION COMMITTEE TO BE SET UP

A sub-committee which had been attended by several of the Education Correspondents and representatives from the Branches in the area of Devon and Somerset met prior to the District Committee and upon their recommendation it was decided to set up an Area Education Committee for the area of Cornwall, Devon and Somerset, one of the main objects being to foster the interest of members in the Exeter University Course for the Diploma in Public Administration. Mr. Steer (Devon) reported that the Exeter Course had attracted quite a number of students in Exeter and district, and that if a sufficient number of students could be obtained in Plymouth district, a special course could be held in Plymouth.

The Hon Secretary reported that, as a result of the affiliation with the Western and South-Western Councils of the W.E.A., it was necessary to appoint representatives of the District Committee on these Councils. Accordingly, Messrs. W. B. Pitt and R. Emerson were elected to serve on the Western District, and Messrs. P. Hawthorn and H. Steer on the South-Western District Council.

The Hon. Sports Secretary for the District reported that the Competition for the "Newman" Football Trophy had been officially recognised by the Football Association, and that it would be necessary for the first round of the competition to be played off as quickly as possible.

The Divisional Secretary reported as to the increased membership both nationally and locally. He also informed the Committee as to the arrangements which were being made for meetings to be called of the Local Authorities representatives in regard to Provincial Whitley Councils.

Members of the District Committee were entertained to luncheon by the Lord Mayor, who made reference to the enormous growth of the responsibilities of Local Authorities. Alderman Lovell R. Dunstan, J.P., said he thought the time had come when the Local Government Service should be able to enjoy a National standard of salaries and service conditions similar to those of the Civil Service.

The Town Clerk of Plymouth, and President of the Plymouth Branch, Mr. Colin Campbell, responded on behalf of the Association.

He referred to the very friendly relations which existed between the Plymouth Corporation and its officers, and particularly to the recent negotiations which had resulted in an improved scale and conditions of service of the junior officers.

South Wales and Monmouth

THE District Committee met at the Guildhall, Swansea, on September 18. His Worship the Mayor of Swansea (Councillor Richard Henry, J.P.) kindly attended and accorded the delegates a civic welcome.

A report was received on the Conference of Local Authorities convened by the Lord Mayor of Cardiff in regard to the suggested formation of a Whitley Council for South Wales, which was held on July 23. There was considerable discussion, and it was arranged that the Executive Committee should take action in the hope that the adjourned conference would come to a satisfactory decision.

Mr. J. B. Swinden, Organizing Secretary, attended the meeting, and in an interesting speech dealt with the recent activities of the National Executive Council, particularly in regard to superannuation, and the cost of living. A hearty vote of thanks was accorded Mr. Swinden for his address.

The Divisional Secretary submitted a report dealing with the progress of superannuation in the area; the adoption of improved salaries at Cardiff, Barry, Merthyr Tydfil and Neath; improved holidays at Penarth, and for Transport Inspectors at Cardiff; legal aid to a member and the widow of a member; and the report of the Commissioner appointed by the Ministry of Health to conduct an inquiry into the Bridgend Urban District Council's Electricity Undertaking. The Divisional Secretary was thanked for his report; and the committee extended warm congratulations to Mr. William Welbury, Electrical Engineer to the Bridgend Urban District Council on the result of the Ministry of Health inquiry.

On the proposition of Mr. J. Ruffe-Williams, of Newport, it was resolved that the Executive Committee should consider and report to the next meeting of the District Committee on the membership of the Executive Committee.

It was reported that in 1936 £845 was contributed in South Wales to the B. and O. Fund, and in the same year £1,436 was disbursed in grants. It was recognized that members are contributing splendidly to the fund, but it was urged that further special efforts should be made substantially to increase the total contributions.

MANY YOUNG MEN PRESENT

At the conclusion of the meeting the Mayor of Swansea kindly entertained the representatives to tea. The mayor said that he was glad to see that so many officers took such a keen interest in N.A.L.G.O. He said that the Swansea Corporation were always willing and ready to consider grievances, and he believed that they had an excellent body of officials. He noticed that there was a large number of young men present, and he thought it was a healthy sign that they were taking such a live interest in the organization.

A "Princely" Salary

THE "princely" salary of 25s. per month—payable twelve times a year—not every four weeks! was paid to Mr. G. F. Adams of West Bromwich when he became assistant librarian in 1875 at the first free library.

When, after a long period of hard work he had the temerity to ask for an increase, his request was granted and he received an additional 5s. per month.

That was 62 years ago.

Mr. Adams was among the company which assembled at the Central Adult Lending Library, West Bromwich, to celebrate the conversion to the "open access" system, and as may be imagined his contribution to the speech-making was full of interest.

The first free library in West Bromwich was opened in 1875 and the librarian was Mr. D. Dickenson. Mr. Dickenson died in 1900, and the present librarian, Mr. Guildford O. Hodges, was appointed in the same year.

Lord Mayor at Stoke Newington

AT Stoke Newington's new Town Hall, Sir George Broadbridge, K.C.V.O., the Lord Mayor of London, and Lady Broadbridge were received by His Worship the Mayor of Stoke Newington, the Mayoress and the Town Clerk, Mr. C. Kent Wright, B.A., at the occasion of the opening of the New Municipal Buildings at Stoke Newington.

The souvenir booklet describes the new Town Hall as a modern variant of English Renaissance with a Portland Stone podium and dressings with brickwork above. The roof is of Westmoreland plates and the windows are steel. There is very little decoration beyond certain mouldings, and no ornamentation. The façade relies on its excellent brickwork, the relationship and proportion of one part to another, in its fenestration and the placing of the balconies, with the interest of their ironwork.

A Souvenir with "Youth Appeal"

THE official souvenir issued on the occasion of the granting of a Charter of Incorporation to the inhabitants of Epsom and Ewell is a very fine book, but we are especially intrigued by another booklet issued for the schoolchildren of the district, and written by the Charter Mayor, County Alderman J. Chuter-Ede, which is on sale to the public at 1s. 6d.

The first page in the booklet gives a map showing the open spaces of Epsom and Ewell, and the children are asked: "To how many of these have you been?" and then encouraged to visit each of them.

Then follows a description of the Armorial Bearings of the Corporation, an explanation of the Heraldry, and an interesting story of the history of the district, which has been well supported with illustrations of places of interest, old prints and the well-known masterpieces "The Light of the World" and "Ophelia in the Stream," which have been inspired here.

Then some attempt is made to interest the children in the public services. They are told what they own in the way of recreation grounds, open spaces, public buildings, and swimming baths.

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Officer of Customs and Excise—Early 1938 and early 1939. Salary scale rising to £570 with promotion prospects. Age limits 19 and under 21 on March 1st in the year of the examination. Men only.

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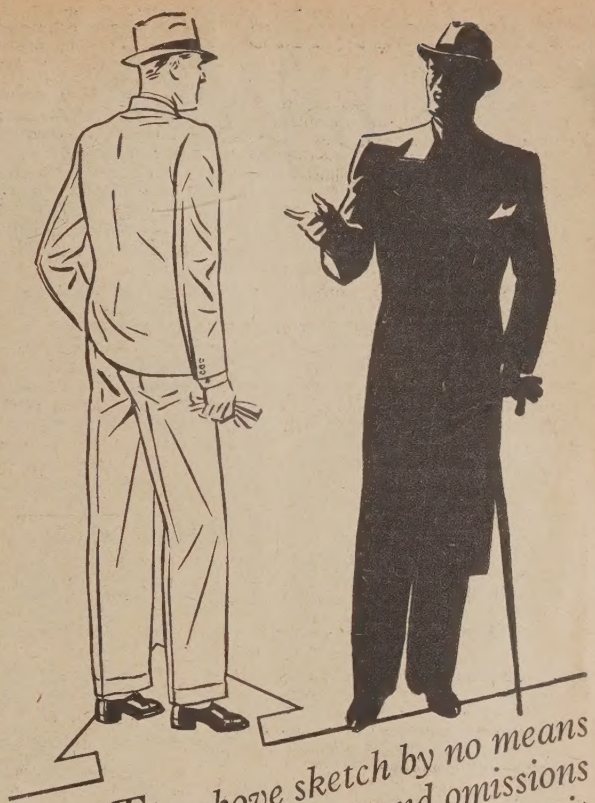

The above sketch by no means exaggerates the faults and omissions seen in the average lounge suit

. . . badly cut collar standing away from the linen collar . . . waves and billows across the back under coat collar . . . coat is tight across the back (a beautiful fit, Sir !) but oh ! so uncomfortable . . . the coat is short and the trousers seat too large—a horrible combination . . . trousers are too short and badly cut so that they *will* catch in the back of one's shoes. There's more in a good suit than a reasonable "fit" . . . for the little *extra something* patronise a practical tailor rather than just a retailer selling clothes

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Amongst the New Publications

OUR knowledge of the economic and social life in those thousands of English villages and hamlets scattered up and down the countryside in early England has been enhanced by a study of peasant conditions which appears in book form under the title of **"Life on the English Manor,"** by H. S. Bennett, M.A. But it must be remembered that the accumulated records of the Middle Ages in England are not particularly favourable to the historian of the illiterate masses of England between 1150 and 1400.

"The short and simple annals of the poor" are well nigh non-existent, and the author was forced to piece together a picture from materials that were never meant to serve such a purpose.

Much has been done to dissipate the cloud of suspicion which lies over important aspects—social and religious—of the Middle Ages, despite the absence of much data.

In the first chapter the author strikes the keynote of the influence that dominated Medieval England—the Church Militant—which meant more to medieval man than we are ever likely to understand. The building itself, standing commonly in the centre of the village, symbolised the place of the Church in medieval life. The great moments of man's story on earth—baptism, marriage, burial—centred in the sacred building. Superstition which feeds and grows on ignorance was indeed encouraged by the most powerful of the peasants' teachers—the clergy.

A study of the Manor, and the duties which it imposed upon, and the protection that it afforded the peasant, forms the body of the book. Rural England, congregating in small groups of people, lived in rude houses which clustered together in some places, while in others straggled endlessly down the village street.

Little enough is left in England to-day that will give us any impression of the houses of the medieval peasantry. Two rooms sufficed for all their needs; one serving for all purposes of living, eating, cooking, etc., while the other was kept as a bed-room as far as was possible.

The serfs in general found themselves subjected to little control on the question of marriage. No one had much interest in their marriages among themselves and upon the same manor. The real difficulties began when marriage outside the manor, or when marriage with one of free birth either in or out of the manor was contemplated.

The slow march of the peasant towards freedom is one to which many circumstances contributed, finally bringing the manorial system to an end—and with it the end of personal subjection and all its humiliating consequences.

The book is published by the Cambridge University Press, Fetter Lane, E.C.4, at 16s.

THE **Mansion House,** for nearly two centuries the home of London's Lord Mayors, is one of the principal houses in the City of London, and forms the subject of a book by Lady Knill.

The book is full of historic interest. The writer gives great variety of illustration seeming to delight in tit-bits of information such as:

"Over the fireplace in which was originally the menservants' hall the following 'Rules' are inscribed:

SWEAR NOT LIE NOT
NEITHER REPEAT OLD GRIEVANCES
WHOSOEVER EATS OR DRINKS IN THIS HALL
WITH HIS HAT ON SHALL FORFEIT SIX-PENCE
OR RIDE THE WOODEN HORSE.

"The wooden horse," Lady Knill explains, "was a stout pole on which the culprit sat astride. When it was lifted, by his fellow servants, the unfortunate victim overbalanced and hung downwards, clutching the pole with legs and hands until he was mercifully restored to his feet."

The Mansion House stands in the very heart of the City. It was completed in 1752, having taken thirteen years to build, cost £70,955, and was paid for mainly out of Shrievalty fines—fines imposed on men elected to the office of Sheriff who, for religious reasons, refused to serve.

Many splendid figures have sat in the mayoral chair; most conspicuous of all, Sir Richard Whittington, "thrice Lord Mayor of London." It is said that when he entertained King Henry V. at his house in Hart Street he threw into the fire all the bonds for money which the King owed him.

"Had ever King such a subject?" demanded Henry.

"Had ever subject such a King?" retorted Dick.

The book is published by Stanley Paul at 15s.

Air Defence and the Civil Population

IN these days when so much is seen in the newspapers of a spurious nature; when vast masses of people are not well-informed of the foreign policy even of their own country; when wars and rumours of wars come hand-in-hand with exaggerations of the might of foreign powers, one is apt to feel a little sceptical even of the data upon which one builds one's individual opinion.

"Air Defence and the Civil Population," by Montgomery Hyde and Falkiner Nuttall, comes as something authoritative in a sea of bewilderment. The aim of this book is to set out in simple language the dangers of aerial warfare, and to consider the most effective methods of protecting the ordinary citizen against them.

Unlike many books that deal with warfare, the study of it does not give rise to morbid forebodings for the future. Rather does it engender the thought that danger from the air is not so acute as is frequently supposed.

The chapters of the book are devoted to air power, the strategy of bombardment, gas, collective protection, individual protection, structural precautions, continental precautions of the methods of organization, organization of air raid services, training and instruction, defence and town planning, etc. The book is published by Cresset Press at 12s. 6d.

Here It Is

Five hundred and twelve pages of golfing history, technique, humours and enjoyment—**"The Golfer's Companion,"** * bedside book, anthology, the golfer's ideal Christmas present. The contributors: Henry Cotton, A. H. Padgham, Bernard Darwin, Robert Browning, Robertson-Glasgow, Hylton Cleaver, Eleanor Helme, and O. B. Keeler, edited by Peter Lawless, and illustrated by Harry Rowntree (there are quite a number of Rowntree's comfortable little men). You can read why the game is "Ancient" as well as "Royal." You can learn the history of golf. You can walk with the ghosts of great players, or laugh with scores of players and caddies who are almost as famous as the players.

"A line from the tee is on the church, and I was playing in the annual Press and Clergy match when my opponent asked his caddy the line.

"On the church, zur," replied the caddie.

"What sacrilege!" said the cleric. But he hit a beauty nevertheless."

Tiger or Rabbit, you must have this companion.

We have received two books from "Country Life." One is very attractive and deals with children; the other is amusing, and has monkeys for its subject. Still, we will deal with the first one first.

"Serious Business," a book of very young people, all engaged in the serious business of life—making sand-castles, floating boats, dressing up—is a collection of illustrations by J. H. Dowd, who shows himself to be a water colourist of great percept as well as ability. The drawings are beautifully printed, many in six-colour offset. Mr. Dowd ascribes his capacity to draw children partly to his long experience of recording quickly all kinds of social and sporting events for the newspapers in his earlier days, and though children are his favourite study, he has always been fond of landscape, seascape, and other forms of life.

"I have often exhibited at the Royal Academy," he writes, "and often been thrown out, which served me right."

"Serious Business" is a book where illustration is supported by essays of child life by Brenda Spender, which likens the whole study to life in a striking and delightful manner. Here is a passage stolen from one of the studies: "Children, have a kind of concreteness about their imagination which is another reason why grown-up interpretations may easily go wrong. Teena questioned her mother as to where God was. 'Everywhere; all over the world.' 'Then if I went to the end of the world should I see God's feet?'"

The price of the book is 10s. 6d.

"Just Monkeys," by Maurice Wilson, price 10s. 6d., is an artist's study book of monkeys at the Zoo, monkeys at play, monkeys furious, monkeys at meal-time, monkeys sulking—all types and kinds of monkeys.

There has never been such a book about monkeys.

Maternal Welfare

"I gladly give my blessing to this little book because I believe that the contents may not only be of interest but also of help to my fellow women by smoothing the way along an unknown road." The words are Mrs. Stanley Baldwin's and the book to which she gives her blessing is now published. It is called **"Maternal Welfare"** and is issued by the National Birthday Trust Fund for Extension of Maternity Services, 57, Lower Belgrave Street, London, S.W.1.

* The Golfer's Companion, 7s. 6d. net, published by Messrs. J. M. Dent & Sons, Ltd.

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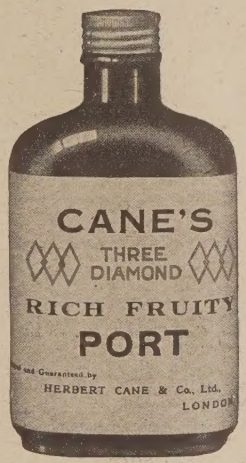

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The Society of Registered Male Nurses

FOR the information of our members we publish below the constitution, aims, and objects of the Society of Registered Male Nurses.

The Society of Registered Male Nurses is an organization founded by male nurses with the object of maintaining and developing the status of the male as a qualified nurse.

The great increase in the numbers of male nurses employed and the high standard of the qualifications for which they are expected to prepare, renders necessary the existence of an organization through which their educative and professional interests may be expressed and fostered. The Society of Registered Male Nurses is a non-political, social-professional, educative body which aims at providing for male nurses, the same services as the famous College of Nursing provides for their female colleagues. Membership is available to all classes of Registered Male Nurses.

The aims and objects of the Society are :

1. To develop and maintain the professional status of male nurses.
2. To maintain the traditions and dignity of the profession of nursing.
3. To assist its members to keep in touch with modern technique.
4. To solve professional difficulties and problems where possible.
5. To encourage a high standard of professional conduct.
6. To assist male nurses under training to attain a high standard of proficiency and professional status. To bring male nurses of all branches into closer touch with each other for their mutual help and benefit.
7. The promotion through Universities of academic courses and degrees in nursing.
8. The creation of nursing scholarships and educational facilities.
9. The creation of higher grades for males in the nursing services.
10. The formation of a Student Male Nurses Section of the Society to be open to men in training as nurses, and to assist and advise prospective male nurses to attain their objects.

The City of Liverpool has published a lavish handbook on Housing, which shows development throughout a period of nearly twenty years in the housing system of Liverpool, culminating in the present day. The handbook is well illustrated with selected photographs. Maps of the layouts of housing estates, with plans of the various types of houses.

In addition to special areas, the report deals with present housing needs in general and the abatement of overcrowding. A statement on building costs and various other summaries on different aspects of housing are given.

"N.A.L.G.O. HOLIDAYS"

REUNIONS

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at Harrods Restaurant, Knightsbridge, S.W.1.

MANCHESTER

Saturday, March 26th, 1938
Tickets 3/6 each (including refreshments)
at Manchester Limited Restaurant.

Tickets obtainable from :—

N. A. L. G. O.
24, Abingdon Street, S.W.1.

Letters to the Editor

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed by correspondents. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of few.

Dear Sir,—The letter calling for discussion on the membership of the Male Nurses Professional Society was apparently written before the opinion of trained men impelled the organizers to limit membership to men whose names appear on the State Register.

In my opinion, this is still very unsatisfactory and trained men are unlikely to enter a Society which has voiced the opinion that there should be no professional difference whatever between General and Mental Trained men.

A very definite difference does exist and the status of General Trained men would be lowered by admitting the equality of men with only mental nursing qualifications.

Mr. Ousby evidently believes that the Male Nurses Professional Society should follow the example of the College of Nursing and confine membership to General Trained Nurses, and with this I heartily agree.

"S. R. N."

Dear Sir,—I have read in your Journal for October the letter contributed by Mr. Ousby, S.R.N., referring to what is now "The Society of *Registered* Male Nurses."

Whilst it is admitted that the constitution of the original "Society" did include, by an error, members without standard of attainment or professional status, this error was corrected at the very first opportunity. The constitution of the Society does not now include any but State Registered male nurses, and the essential qualification for membership is State Registration on some part of the Registers for Great Britain or Ireland.

Yours faithfully,
E. J. Glavin,
Secretary.
The Society of Registered Male Nurses.

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Sir,—Some time back there appeared in the "Journal" a discussion on the Merits and otherwise of L.G.O.s taking an open interest in their respective towns affair. The Ayes and Nays have since retired to their private thoughts on the question.

Municipal elections are upon us; in a few days they will be forgotten save by an interested few.

It is notorious that elections in the main in this country rouse but little interest except perhaps a general or by-election to choose parliamentary candidates. Does this growing tendency in apathy to Municipal Elections affect Local Government Officers? Is everyone content to let the matter rest, perhaps asserting the question of ways and means too bewildering for them.

There would seem some truth in the retort, "It's not our business," but is it our concern? This continued apathy tends but one way, in my humble opinion, and that to throw in an increasing degree the responsibilities on to one section, to become in time a managerial post, not likely to soothe the democratic ideals of Government. And the question arises, not who is at fault but which way are we drifting.

Perhaps someone among your readers could show the same.

Yours faithfully,
"ENGLANDER."

Blackpool.

Dear Sir,—During the past twelve months it has been very noticeable how the prices of practically all foodstuffs has increased. Since the beginning of this year, however, there has been a rise in almost every commodity—I myself during the past fortnight have paid 1s. 6d. extra for a dustbin and as much as a shilling extra for shoe repairs over prices of two years ago. These items may sound small to some municipal officers but to one who has a wife and child to support out of local government pay alone (which at best one can hardly call excessive, even in the case of the "higher-up" officials) it means the curtailment of little luxuries and probably the wearing of a suit six months longer than would otherwise be done.

As there must be thousands of Nalgo members in the same position as myself, surely the time is opportune for a revision of the scales of salaries having regard to the boom in industries at present in the country and also to the cost of living. In 1931, in the interests of national economy the local government officer was one of the first to have to submit to a cut in salary—surely when the country is in an affluent position he should not have to be "tightening his belt." No doubt when the predicted slump comes he will once more have to submit to a cut, so why shouldn't he enjoy some of the good things in life "while the going's good" or has he to be penalised both in good and bad times?

Yours faithfully,
"INTERESTED."

A Reminder to Branch Secretaries

It will be of the utmost assistance if branch secretaries will notify the divisional officers immediately a member transfers from one authority to another. Recently considerable inconvenience was caused to a certain branch secretary when asked to take action on behalf of three officers who had been in the service of the particular council for some months and had previously been members of the Association, but about whom the branch secretary had received no information whatsoever. *PLEASE NOTIFY ALL TRANSFERS AS THEY TAKE PLACE.*

"Dry bones"— brought to life

In the review of the **Accounts of the City of Edinburgh** for the year 1937 (the tenth of the series) the Accounts of the Corporation are given in summarised form. The object of the publication during this decade has been to clothe with a living interest the dry bones of statistical analysis. In this issue particular attention has been given to some aspects of the city's historical background in contrast with more modern developments in the municipal services. Observations are made, too, on the importance of population in relation to future policy.